

Local Govt. Service

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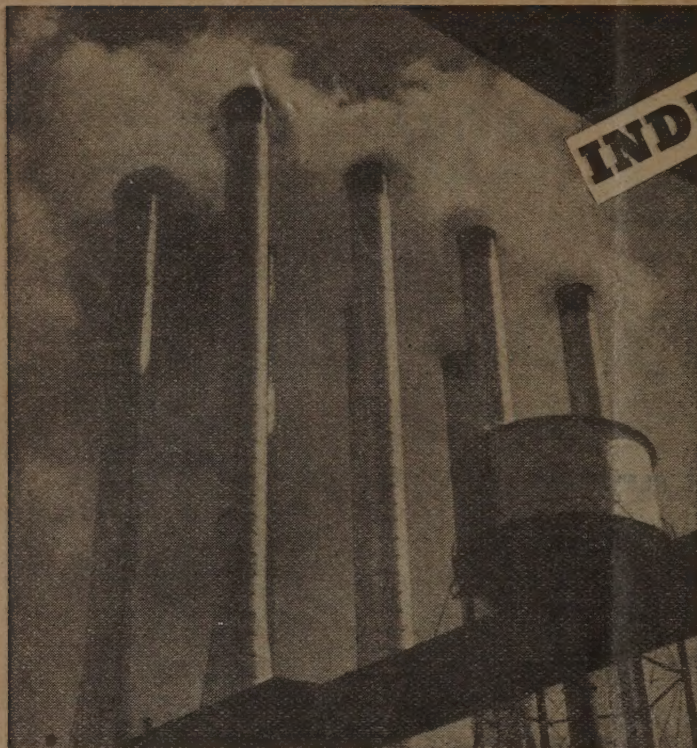
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Local Government Service

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NEW SERVICES—FOR THE FAMILY

HOW far local government has expanded its interests beyond the "regulation and control" envisaged as its proper function in the nineteenth century, and how much farther it has yet to go before it fully serves the communal need, was brought out vividly at the conference on the Family at Work and Play held jointly by the British Social Hygiene Council and the Town and Country Planning Association last month. Education, housing, community centres, holidays, and the "problem family" were among the many topics reviewed, and all evoked stimulating ideas for further municipal enterprise.

On education, LADY SIMON put in a plea for public relations, prefaced by the warning that "Unless parents are taken into partnership by the local authority and the teachers, the great advances foreshadowed by the new Education Act will not be realised."

Teachers should tell parents about the work of the school, what it aims at, how it hopes to achieve its aim, and how methods have changed since the parents themselves were at school. And local authorities should take as much trouble to explain their development plans to parents as they took to explain the wartime evacuation scheme. Happily, with more than thirty authorities now employing public relations officers, there is some prospect that a beginning will be made.

"Problem Families"

To cope with the "problem family," of which we have heard so much lately, DR. C. F. BROCKINGTON, medical officer of health for the West Riding, called for compulsory registration and other drastic measures. Each problem family, he said, presented a unique complex of features, with only one common factor—its inability to raise itself by its own efforts from the squalor into which it had fallen. Nobody knew how many such families there were, but Dr. Brockington guessed 80,000—including more than twice the number of children with which the Curtis Committee was concerned. In prescribing remedies, the guiding principle should be to preserve the family unit. Existing local authority services—provided by health visitors, sanitary inspectors, and others—were not enough; they must be supplemented (as the recent Luton report demonstrated) by a new type of social worker able to "take off his (or more probably her) coat and get down to restitution of civilised conditions." Here is a fascinating, though arduous and unpleasant, field of social service for the pioneer!

The old query whether local authority staff ought to live inside the "borough boundary" was revived in a new form by Sir Thomas Bennett, formerly controller of temporary

housing at the Ministry of Works. The ideal "new town pattern" required most of the inhabitants to work within the town; but this principle should not be absolute. A certain amount of "dormitory living" or the introduction of "foreign" workers encouraged the interchange of ideas, differences of thought and opportunity, and diversity of occupation. While, therefore, the desirability of local contacts and local patriotism—not to mention evening committee meetings—made it necessary for most municipal employees to live close to their work, there was something to be said for the contribution of the man who reads a local paper elsewhere, who has contacts with officers of other authorities, and who brings with him experience absorbed from another town.

The Community Centre

To the charge sometimes made that community centres are yet another disruptive force contributing to the destruction of the family, F. S. MILLIGAN, secretary of the National Federation of Community Associations, gave an emphatic denial. The family cannot exist in social isolation, and the community centre provides opportunities which strengthen home life—a meeting-place in which the needs of men and women, boys and girls, to get outside the home and widen their contacts can be met without destroying family unity.

This is particularly valuable in those periods of stress which arise even in the best-regulated families—when children begin to arrive and the young mother finds her social life restricted; when the growing children first want to break away from the home circle; and, later still, when they are grown-up and no longer need the care and attention of the mother. On such occasions, the community centre provides a social life for family members over a wide age range, offering alternative occupations and interests. If we accept the family as a necessary social institution, Mr. Milligan concluded, then we must admit the place of the community centre; the two stand together as basic elements of democratic society.

Holidays for the Million

Putting the case for holiday centres, BILL BUTLIN pointed out that between 1937 and 1947 the number of annual holiday makers had doubled to 30 million, while accommodation had dropped by 75 per cent. But holidays for all were essential, in the interests of national health. His recipe for a good holiday was that it should be by the sea, and should provide a good bed, good food, good companions, and healthy recreation, with entertainment always on tap. The holiday camp was ideal for the family in the average-income group; to

mother it meant freedom from housework and queues, from the worry of planning and cooking meals and looking after the children, and from the everlasting rush to "get done." To father it meant the opportunity to take his own time about things, to escape the daily routine and pursue his favourite pastimes. To the children it meant swimming, beach games, sports and pastimes, and lots of friends. If it rained, there was an endless range of indoor diversions, instead of the misery of dismal promenade shelters. A final advantage was that the holiday budget could be planned in advance.

Local Authorities' Part

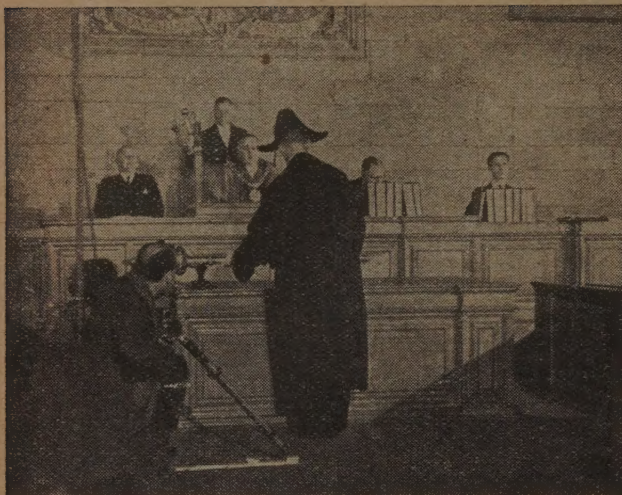
What local authorities could do was emphasised by Major Eyre Carter, of the Post-War Holiday Group, in stressing the need to supplement the Butlin type of holiday provision with something less mechanised and less expensive. Why should they not acquire their own holiday camps for the residents of their towns—as some in industrial areas were contemplating? But if this were done, they would be well advised to seek the advice and co-operation both of the national holiday-providing bodies, who knew the technical problems and how to meet them, and the voluntary organisations in their own localities and in the areas round the proposed camps. These organisations had a fund of experience on the human side and can help the authorities to give their citizens not only a reasonably priced holiday, but a happy and satisfying one.

Another useful contribution was the maintenance, by councils of holiday towns, of an information bureau able to give details of accommodation available—especially if the accommodation were inspected and guaranteed. Such information should not be limited to seaside towns: rural authorities would be giving valuable service if they compiled lists of farmers and others in their areas offering holiday lodgings.

These and many more suggestions indicated the very wide field of activity of real communal value open to local authorities in the years to come. Let us not waste time deploring lost services, but start replacing them with new ones!

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

A City Speaks Through the Screen



"SHOOTING" the mayor and mace-bearer (above) and the public gallery (right) from a raised platform.



CLOSE-UP of Barbirolli conducting the Hallé Orchestra (above) and a town hall track shot (below).



"A City Speaks"—the first big film starring a local authority in all its rôles—is a picture of Manchester and her people today. Its production, lasting three years and costing the corporation some £17,000, has just been completed. Soon it will be shown. Below is its story by the man who made it

PAUL ROTH

Film Producer and Director.

MANY a documentary film has been made as a result of a producer getting an idea and then finding a sponsor to finance it. That was often the way before the war—and before the Government got wise to the value of films as an information service. But the idea of a film to show "the civic activities of Manchester, with special regard to furthering the aim of democratic control and good citizenship" came from within that great city itself—a point which it is most important to remember.

In 1938, far-sighted and imaginative people in Manchester were in touch with my old friend and co-worker, John Grierson, about a documentary film to mark the hundredth anniversary of the city's incorporation. Although that early negotiation resulted only in a radio-documentary script, co-written by Grierson and Mould, and published serially in the "Manchester Evening News," it did place on record the proposal for a local government film. Five years later—in the middle of a war, mark you—the idea was again put forward because several tenacious people refused to let it drop. Notable among them was Alderman WRIGHT-ROBINSON whose imaginative approach to educational and social matters is known far outside his city and who has been the enthusiastic and encouraging chairman of the Manchester civic film-committee throughout the film's inception and growth.

Months of Investigation

In mid-summer 1943 the corporation finance committee made an unsolicited approach to me for advice and assistance in exploring the technical possibilities of a film. At this committee's recommendation, the council set up a civic film special committee which, in April 1944, invited me to act as consultant to the corporation. My company, Films of Fact, Ltd., was asked to investigate the material considered appropriate for inclusion in the film, and subsequently to submit a treatment, a technical "shooting script," and a budget of expenditure for making the film. One of the terms was that I should be in sole charge.

The investigation took several months. From the beginning, it was clear that a single film, with a showing time of some sixty minutes, could not possibly cover every aspect of the corporation's

How the Manchester Film was Made

services to the citizen. It was clear, too, that a film about local government in a vast industrial city could not ignore the life of the citizens themselves, how and where they lived and worked, to say nothing of their leisure, amusements, and culture. Added to which, many wanted historical references to Manchester's growth, to Manchester's future, to Manchester's relations with the rest of the world, to its industries and commerce, its banking and shipping, and so on.

My first recommendations to the committee, therefore, contained the following remarks, which might be useful to civic film makers of the future:

"Within the space of one hour on the screen, it has clearly been impossible to include every aspect of the city's life, or of the corporation's activities, nor, indeed, of the extensive investigation carried out by your consultant. To have attempted this task would have resulted in a mere catalogue of activities without creative shape or structure. It has been borne in mind, moreover, that the civic films project as a whole may embrace, at a later date, the making of a series of short twenty-minute films about the work of particular departments of the corporation, each of which might form supplements to the key film. Thus, even in the treatment, there are many omissions among the corporation's activities. It is possible, when the final shooting-script is finished, that some of these may find their way into the film, but the danger is stressed of over-loading an already closely-packed story. There are many sides of Manchester's industrial, academic, cultural, and historic life which, although most attractive as film material, have also been regrettably omitted; it is hoped that they, too, may receive recognition in later films."

Music By Hallé Orchestra

WALTER GREENWOOD, the novelist—whom I asked to collaborate with me in the investigation and treatment writing—and I were thus constantly faced with the problem of eliminating material yet still keeping a balanced cross-section of the city.

After the treatment had been amended in detail and accepted by the committee, ARA CALDER-MARSHALL, who worked on the script of "Land of Promise" and "Nightshift," came in on the writing of the elaborate shooting-script, while the late Dr. OTTO NEURATH visited Manchester with me to discuss material for the many maps, charts, and diagrams to be designed by the Isotype Institute. This brilliant and much-missed social scientist made a deep impression on certain of the corporation officials.

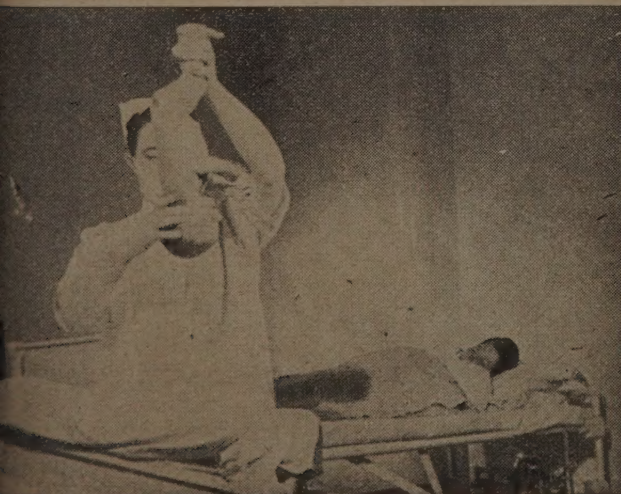
Even at this early stage, WILLIAM ALWYN, composer of music for many films, including "Desert Victory," "The True Glory," "World of Plenty," and "The Rake's Progress," was kept informed of the shape that the script was taking, because it was my intention from the beginning that music should play a great part in the film. We hoped that the Hallé Orchestra, conducted by Barbirolli—whose concerts are such an integral part of Manchester's cultural life—would play the music as well as appear in the film itself. This hope later became a reality. Alwyn's



SCENES FROM THE FILM—the man who votes (above) and the men he elects (below) debating his affairs.



A NEW MR. CITIZEN (left) was greeted, and the work of cancer research (below) was recorded by the camera.



main theme; which introduces and closes the film as well as recurring throughout, will, in my opinion, remain long in Mancunian minds.

Here, I feel, is the proper place to record the really magnificent help and friendliness given us at all stages of the production by officials of all departments of the corporation, and by various citizens of repute with a love and deep understanding of their city. Among these, I must make special mention of SIR ERNEST and LADY SIMON, and of JOHN COATMAN, the North Regional Director of the B.B.C. For the help of many industrialists, of the Unnamed Society, of the directors of Belle Vue, of the powers-that-be at the Royal and Stock Exchanges, and of many other bodies and persons, we owe our thanks. We owe much, too, to the willingness of the many ordinary people, men-in-the-street, women-in-the-home, children-in-the-schools, and crowds at sports meetings, in dance halls, and in pubs. On remarkably few occasions were our requests refused; and they are best forgotten.

Ten Months' "Shooting"

September, 1945, saw the script mainly settled, subject to those many small changes which must be made when shots written on paper are interpreted in celluloid. To carry out the filming, begun officially in the city art gallery during the Planning exhibition, I had selected a team of technicians well-known to me, with FRANCIS GYSIN as associate-director and HAROLD YOUNG as camera-man, both of whom had worked on "Land of Promise." In all, they were shooting over a period of ten months, broken up into a number of visits according to a carefully-planned schedule. As producer, I was in the closest touch all the time, took over the direction of all scenes involving dialogue and complicated shooting, such as the meeting of the council, and, at the same time, supervised in detail the working-out and animation of the diagrams.

The task of a film producer is not unlike that of the conductor of an orchestra playing his own music. Watching every detail, shot, and sound effect take place, you have also to keep in mind an overall conception of the pattern, remembering and co-ordinating the visuals, the eventual music, the sound effects, the dialogue, the integration of diagrams with real visuals, and the final commentary recording. For nearly three years you attempt to keep clear in your mind the final coming together of a mass of detailed bits and pieces, shots and sounds, in the belief that, when finally amalgamated into one whole film of an hour's length, they will add up to and make sense factually, intellectually, and emotionally.

Freedom for Producer

I have said that the film could not embrace every activity of the corporation. Obviously, we had to include the working and structure of the council and committees. We had also to deal, however compactly, with the historical growth of the city, both as a form of local administration and as a physical area reflecting the sudden industrial expansion of the nineteenth century. To omit the city's plans for redevelopment would have been rude. To ignore the city's own daily life would have meant a dead film. We had to choose, therefore, which of the corporation's departments would be shown in more than a cursory glance. We chose certain activities of public health, housing, and education, with some special reference to finance, and to the supply of water, gas, and electricity. More than this we could not do. Most important of all, there was a final sequence trying to interpret the character of the people making up this great city—quite

the most difficult part of the whole film to conceive and work out.

The choice of what was put in and what was left out was entirely my own. At no time did the civic film committee, or the officers of the corporation, attempt to prejudice or control my choice. They offered me help and counsel; they did not dictate. In the name of all creative film-makers, I thank them for that.

Of the many pleasurable occasions experienced during the making of the film, one is the most memorable: one on which I did no work at all. I sat and listened for a day-and-a-half to Barbirolli conducting the Hallé Orchestra, playing Alwyn's music. How finely and sensitively they did it!

Throughout the many months in Manchester, the local press kept a patient and critical eye on our progress. Dismayed, and perhaps a little worried at first, that a film could take so long to make, the journalists eventually were reconciled to the fact that documentary production has little in common with story film production. We had neither stars nor scoops

to offer them. With the dignity and workmanship that befits all Mancunians, they took the point that here was a project which was hit-and-miss overnight movie story, it was Manchester's own film, and the world would judge her by it.

At the moment of writing, the future of the film is undecided. No one has seen it except the producer and his team. We believe it will interest and perhaps entertain people outside the city in which, and for which, it was made. Local government is not confined to one city in the United Kingdom. Maybe we are prejudiced. We do not own the cinema which scatter this country, nor have we a control over them. Manchester Corporation itself can organise distribution locally in a non-theatrical field, in the schools, adult education groups, and so on.

As far as cinema distribution is concerned, if you want to see the film, you must ask for it as you ask for a book at a bookshop or library. That is the way things are, with the cinema monopolised—unless their owners will real that they, in their way, are a public service.

Will Coventry Branch Experiment Lead to Children's Cinemas?

By M. J. MILES, Public Relations Officer, Coventry Branch

"TAKE me in with you, please, mister!"

How many times have you been asked to act as a parent for a few moments while your "offspring," a small boy or girl, accompanies you past the cinema box office into the darkness to watch, goggle-eyed, the matrimonial adventures of Hollywood's latest and most sultry blonde? And how many times have you thought about the cumulative effect of weeks upon weeks of Hollywood?

Not that everything coming out of Hollywood is bad, but it can hardly be considered as a suitable staple diet for the rising generation whose cinema-going habits are causing grave concern amongst teachers and parents. If only children could be taught to appreciate the good and reject the shoddy, to stay away from the "flicks" altogether rather than endure a third-rate show, there would be less cause to fear the cinema's influence upon their minds.

City Council's Support

With these thoughts, the Coventry branch magazine and public relations committee suggested to representative head teachers that the city education committee be asked to sponsor a series of shows exclusively for school children. Branch representatives and teachers worked out a scheme later enthusiastically received by the education committee.

It provided for six experimental monthly film shows from October last year to March this—the education committee paying all expenses and deciding at the end of six months whether to extend the scheme further.

Films were booked from film libraries, documentaries from the Central Office of Information, and full length films and shorts from Dawn Trust Films and Gaumont-British (G.-B. hire films on the understanding that admission is free and by ticket, and that shows are not run in competition with commercial cinemas). There are a fair number of films for the experimental period, but the testing time will come should the scheme be extended, since there is a serious shortage—to be remedied only by public demand—of those suitable for schoolchildren and young people. Fortunately, there are signs that the film people, including the Rank organisation, are aware

of the good potential market for children's films.

Expenses of the scheme are kept to a minimum because the Central Office of Information generously lends projector, operating screen, and films from their library, free of charge. Their operator gives up his Saturday afternoons and brings his own speaker cut out the bass register often marring school shows. At our latest show, both sound and projection were perfect—an important point since children inevitably judge by the standard of the commercial cinema.

The only suitable building originally available was the municipal staff canteen with only 250 seats. Since there are well over 5,000 Coventry schoolchildren between the ages of 10 and 12, it was decided to restrict admission to that age group for the experimental period at least. Tickets are issued to each school turn—10, 20, or 30 according to size.

At the first show, on October 26, five documentaries were shown, including "Cyprus is an Island," a fine documentary, and school children were most enthusiastic, one girl moaning the possibility that she would be old when her school's turn came round again.

The second, on November 30, was just as successful, the films shown being "D. Turpin's Ride to York" and "Arctic Thrills" both from Dawn Trust Films.

In view of the success of these two shows the education committee agreed to the transfer of the cinema from the staff canteen to a technical college theatre, which seats 500. Here the children can see the films in comfort in conditions little inferior to those of the commercial cinema, and our show there on January 11 was a great success.

But even to show films to 500 children a month is just playing with the idea. It could take 1,500 at each performance—even then each child in the 10-12 group would be able to come only once in three or four months. Many older children, and so younger, would like to see the shows too and their scope might usefully be extended to include film-appreciation, a much-needed study. We shall not be able to do that until we can get a children's cinema.

Perhaps Coventry branch is laying the foundations for that children's cinema now.



The Town Clerk, the Youth Mayor, Councillor Alman, and the Youth Mayor.

How Forty Youngsters Learned to Run Their Borough

To learn for themselves about the government of their town, the young people of Hackney elected their own borough council and committees, and chose their own mayor and aldermen, following the same procedure as the real borough council. Below is a behind-the-scenes account by the man who inspired and organised it.

Councillor A. ALMAN, Mayor of Hackney 1945-46.

TO NALGO readers, so alive today to the need for public relations, it is scarcely necessary to explain that the public knows little about local government and, in general, is not very eager to find out. The elected representative, too, faced year after year with the task of selling local government to the people, and of getting them out on chilly November days to vote, is generally weary and cynically conscious of the need.

When I became Mayor, I determined to do all I could to improve our relations with the public. I started a monthly gossip column called "The Mayoral Round" in the local paper to keep the citizenry in touch with the background to mayoral duties as distinct from the ceremony. I organised visits by schools and clubs to council meetings, and strengthened the contact by providing tea for visitors and councillors together after the meeting.

More ambitious and useful, however, was the youth borough council. The idea was to help the thousands of young people in the borough's youth clubs and senior schools to "get the picture" of the way their borough council worked. To do this, the young people were invited to set up their own council, modelled on the real one.

In mid-July, elections were held in schools and clubs—in general, not on political lines—and some youth councillors chosen. Club leaders or heads of schools acted as returning officers, in many cases establishing registers of electors, using pukka polling booths, ballot boxes, and so on.

On August 1, the young councillors held their first "statutory" meeting. The agenda, drafted by the town clerk, followed faithfully the procedure of a real statutory meeting, with full ceremony. A youth mayor, mayoress, deputy mayor, and aldermen were elected, and the youth mayor assumed the real chain of office, thereafter conducting the meeting. The business was formal, including the elections and selection of members of committees.

The committees formed were public health, housing, libraries, baths, establishments, electricity, works and open spaces, and finance, each youth councillor serving on at least one.

During August, the committees dealt with specimen agendas, based on the real thing, and specially devised to cover the main aspects of each committee's work. The agendas were drawn up by the departments concerned, from which a representative, often the chief officer

himself, was in attendance. The youth committees appointed their own chairmen, supplemented their committee work by visits to the appropriate council establishments, and made reports and recommendations to the final meeting of the youth borough council at the end of the month.

That was the general procedure. A few comments on how it worked might be useful.

1. Elections.—Clubs and schools were invited to ask for speakers on local government. No fewer than twenty talks, attended by about 1,000 young people, were given during the period of the youth council. The elections provoked an immediate interest in the local council. (Requests for speakers are still coming in.)

2. Statutory Meeting.—Before the meeting, we had a private meeting of the youth councillors—equivalent to a group meeting, but including everyone—to explain the procedure, draw up a list of candidates for the mayoral elections, and to get them acquainted with each other. As a result, the statutory meeting went off smoothly, and, one might almost say, with aplomb. A leader of the council had been selected and briefed in his duties, and there were no awkward pauses.

3. Committees.—Outstanding was the incessant questioning by the young people to get the background of items on the agenda:

"A GREAT EXPERIMENT"

Says Youth Councillor STANLEY PRICE,

Leader of Hackney Youth Borough Council

I, in common with many other people of my age, have always wished to know more about the way we are governed, and have always refused to listen to second-hand information. I wanted first-hand information, and know I got that from the Hackney youth borough council. In fact, I got not only information, but first-hand experience. The youth council has been a unique experience for me, and many like me, for we now know the intricacies lying behind the things we once took for granted.

The youth council has certainly been a great experiment—one that should not be confined to our borough alone. The idea should spread over Great Britain, and throughout the world, so that young people can learn not only how they are governed, but how to govern themselves.

one senior officer of the council who invited questions on the work of his department was grilled for nearly an hour. The young councillors had spirited debates on such matters as permission for overhead wires for wireless relay, and warning letters about adulterated food.

4. Report Meeting.—This, again, was carried out with full ceremony. The national press had smelt a story and were present in force. The photo-flashes kept going, but I never saw a collection of councillors better poised or less nervous than those youngsters, who, after a month, had completely lost their first awe of the town hall. They were brilliant in debate, making little gems of three-minute speeches that could be heard in the public gallery—and that's saying something for their delivery. They did everything that could be done at a council meeting. They asked questions—after due notice as required by standing orders—called for a division—there are only three in opposition on the Borough Council and we had almost forgotten what the division bell sounded like—and, most important, put down a notice of motion calling for the permanent establishment of a youth borough council.

In conclusion, I am satisfied that this idea did more for public relations among the citizens of tomorrow than is apparent on the surface. The young people almost invariably made reports on their experiences to their clubs and schools and wrote them up in their journals. Their parents, it is certain, heard plenty about the town hall for a month or two. The youth councillors now meet each month in the town hall as a youth civics group and will themselves plan another youth council this year.



The Youth Borough Council in hot debate.

Photos: Daily Graphic



Old People's Houses at Liverpool

Homes for Old People Demand a Bigger Share of Local Housing Programmes

By OLIVE MATTHEWS

"**OLD People**," the report of a survey committee appointed by the Nuffield Foundation under the chairmanship of Mr. Seeborn Rowntree (Oxford University Press, 3s. 6d.) should be enjoyed by a wide public, for it is simply and lucidly written, and covers a wide field of interest both to local authorities and to voluntary workers in welfare work. The main chapters deal with the incomes of old people, and with the housing, institutions, work, and recreation available to them. There are photographs of hostels, housing, institutions and almshouses; and tables of technical details and statistics are grouped together in appendices.

The foreword explains that "much of the report is appropriately addressed to central and local public authorities as the bearers of the major responsibility for the welfare of the aged among the community. But the report makes abundantly clear the great opportunity for voluntary enterprise to help in securing a happy life for our old people."

After a brief summary of the history of Poor Law and pensions, and an explanation of the present and the forthcoming statutory provisions, the report concludes that "the retirement pensions are adequate in the large majority of cases." But it is suggested that the Government should appoint a body "to undertake a comprehensive review of all endowed charities which exist for the benefit of old people... with the object of indicating what changes are necessary to ensure that the total resources of the charities are used so as best to promote the general well-being of old people."

Up to 20 Per Cent Needed

Sample surveys of the housing in which old people are now living were carried out in seven districts of varied types. The resulting picture is depressing. Discussing whether old people would be willing to be transferred to new small dwellings if these were provided, the report finds evidence that "with a little persuasion, quite a considerable proportion of old people, now occupying good houses that are too big for them, would be willing to move if a small house near to that which they are now occupying could be made available to them."

Since the intention of the survey is to promote the welfare of old people, not to

check it, it is unfortunate that it should make such an unintelligent guess at the necessary proportion of small-size dwellings on council housing estates. A guess of 5 per cent is absurdly low. What would be the feelings of those interested in education if they read a suggestion that the school-leaving age should now be not less than eleven? The estimate of 5 per cent of old people's dwellings is as much out of date as that would be. For twelve years, at least, a proportion of 15 per cent has been cited, but more recently, after fuller investigation and more evidence, this figure has been increased. On Nov. 8, 1946, "The Times" printed an article on "Houses for Old People" (which has since been issued as a reprint and sent, by the local authority associations, to almost all the local authorities in Britain) in which it was stated that "the lowest proportion acceptable anywhere, in country districts, might be 10 per cent, rising higher in urban districts, and highest of all in the cities." A suitable estimate for council housing estates would be between 10 per cent and 20 per cent in rural districts, 15 per cent to 25 per cent in urban districts, and 20 per cent to 35 per cent in cities.

Freeing Bigger Houses for Families

The Dudley report, which took and weighed so much expert evidence on housing, found that 4.2 per cent of small-size dwellings had been built, and said: "We think there is a clear case for the provision by local authorities of a larger proportion of dwellings for old people." The Nuffield Report takes a strange view of the term, "a larger proportion," in advancing from 4.2 per cent to 5 per cent!

The figures quoted in paragraph 98 of the Report make strange reading. Why is it said that persons of pensionable age form 9.5 per cent of the population when the table on page 3 gives 12.6 per cent? Apart from this, the letting of small-size houses should not be limited to persons of pensionable age. There are many elderly people living alone, especially women, who require them at an earlier age, and still more families where the children have married and gone away before one or both parents have reached 65. If these people are willing to transfer to smaller houses, freeing larger ones for families with children, urgently in need of them, they should be encouraged to do so.

Again, it is a foolish guess to suppose that two-thirds of our old people would prefer to live with their families if there were any

reasonably good alternative at hand: a wiser estimate would be not more than one-sixth.

Suppose that only 15 per cent of our population wish to rent small-size houses of their own, this would be three persons out of 20. But it might well be that, of 20 persons, taken at random, needing to be rehoused, three might be elderly, including one old couple and one single person, while the remaining 17 were made up of four families. If this were so, six new dwellings would be required—four family dwellings and two for the aged—a percentage of 33½ per cent. An estimate of 5 per cent is indeed wide of the mark!

Further, the evidence of experience should have been taken into account. The four great Housing Trusts with London block dwellings, with their experience amounting to 70 years in one case, have found it desirable to provide a proportion of small dwellings varying between 60 per cent and 33 per cent. Those progressive local authorities which have long had this subject in hand have given larger percentages than five for many years. One rural district council which was an early pioneer has proved that 15 per cent of small dwellings works out right.

It is also a pity to suggest that every separate council should undertake a survey before it can decide to build a sensible proportion of old people's housing. Time presses, plans must be made, and if they will but trust the experience of those who have tried it out, and the advice of experts, authorities will at once decide to build a far higher proportion than 5 per cent.

Cottages and Flats

In discussing the types of housing that may be built for the old, two of the most suitable receive no mention—the short row of one-storey cottages (the most desirable of all for country districts) and cottage flats, four under one roof, which are often good in urban areas.

The chapters on homes and institutions are sound, and full of good advice. The committee members visited many, and concluded that thousands more small hostels were required, and that the statutory inspection of voluntary homes was desirable. The conditions in the more old-fashioned institutions evidently shocked the committee.

The Report concludes with short but useful chapters on recreation and employment, and a chapter of conclusions and recommendations on all the subjects with which it deals.

We Have Won Our Rights—What About Our Duties?

NALGO has won for its members many rights: has not the time come for them to give more attention to their duties, as citizens, to help build a more efficient service? This question is asked by a man who has worked in local government since he was 15, has held practically every branch office, but now looks at the service from outside.

E. M. HUTCHINSON, M.A., Secretary, National Foundation for Adult Education; ex-President, Surrey County Officers' Guild

DURING my 20 years as a member, NALGO has made many striking advances, singly and cumulatively, in establishing the rights of its members. Within ten years alone it has secured for them compulsory superannuation, compulsory arbitration, and a national Charter of salaries and conditions.

It may be urged that the Charter does place an emphasis on officers' duties; that, for example, promotion will, in future, depend on assessments of proficiency; that probation will be enforced; and that vacancies will be advertised. That is true, but the correspondence columns of LOCAL GOVERNMENT SERVICE show that the thorns of the Charter are less readily acceptable than the roses.

It is this attitude which makes me anxious. In recent years, we have been inclined to smile wryly at accusations that we have soft jobs and sheltered occupations. But we have enjoyed security of employment, and assumed the right to standards of hours, holidays, and sickness provision, unparalleled except in other public employments and a few favoured sectors of commerce and industry. Whatever the social conventions, is there any economic justification for the present differences between the pay and conditions of skilled manual workers—for example in mining and building—and those of unskilled clerical workers—for example rates and ledger posting clerks and road fund licence writers? I believe there is none.

Cut Staffs—Improve Methods!

I am not now referring to the relatively small proportion of high-grade technical and professional officers who direct and carry on the work of local government. I am suggesting that it is an unpalatable, perhaps brutal, but none the less simple fact that the unqualified officer in the general and clerical grades has a physically soft, warm, and dry job, and that his principal danger is the "hump he gets from having too little to do."

The Charter, I believe, is a courageous effort to remedy some of the conditions producing this state of affairs. I do not believe it will succeed unless the Association is prepared to go much further in claiming the right to educate the public at large and their representatives on local councils. It is greatly to our credit that what progress has been made in establishing recruitment standards and schemes of training has been achieved entirely by NALGO. But in doing that we have not questioned the underlying basis of local government. We have staked no major claim to a say in the methods of administration.

Self-interest and a sense of responsibility as citizens demand that the Association should now urge a reduction in staffs and a compensating improvement in the technique of administration.

That means taking a responsibility for the development of techniques, which, in the first instance, may run counter to the personal comfort of thousands of members. It means, for instance, the association of "organisation and methods" with establishment; it means the extension of mechanisation from finance to other departments; it means the establishment of working parties effectively reviewing the

aggregate tasks of councils without regard to cherished departmental autonomies; and it means unheard-of things such as output bonuses for repetition work, staggered hours, and strict enforcement of probation and proficiency bars.

That may be ruthless, but what may happen if the dollars give out before production increase overtakes the loan-covered deficit and a revulsion of popular sentiment deems democracy out-moded? Ask the trade union leaders of Weimar Germany the value of national charters with democracy descendant.

The reception given by press and public to the Association's reconstruction reports shows the important contribution we can make. Particularly by reason of our past insulation from the assumed incentives of profit and sack, we have a peculiar responsibility to the whole trade union movement now that there is a major reorganisation of industry on the basis

NALGO Can Help Electricity Staffs to Get Better Training, Status, and Pay

By F. O. PASCOE, Secretary, Cornwall Electric Power Branch

THERE is a tradition that "nothing ever happens in Cornwall." Cornish folk are said to dislike new ideas and new occasions. In Cornwall, then, for clerical workers to join a trade union is something revolutionary! But the clerical staff of the Cornwall Electric Power Company have given the lie to all that. They were the first amongst the staffs of the Edmundson's Group to form a branch of NALGO to protect their interests.

In July last, 21 of the senior accountancy and commercial employees of that company met to discuss what the Association could do for them in view of the impending change of ownership in the industry and to hear the views of the NALGO district officer. Greatly to the surprise of its promoters, the meeting spontaneously and unanimously resolved to recommend the establishment of a branch.

Accordingly, general meetings were held in the seven administrative areas of Cornwall and at each of these the recommendation was endorsed by large majorities. As a result, a temporary executive committee was formed of the three promoters and representatives of each area who acted as temporary area secretaries to deal with application forms and so on.

Despite the delay imposed by the summer holidays on recruitment, our branch began with a membership of 261 as from October 1, representing about 90 per cent of those eligible.

Our next job—which caused us the biggest headache—was drawing up branch rules and a constitution within the framework of the Association's model rules. Our members are scattered throughout the county, from near Land's End to near Plymouth in 20 local and area offices and one central office. How were we to secure adequate representation on the branch executive committee for each without making the committee too unwieldy? Our original executive committee consisted of 38 at first, but this was far too large and had to be cut down to 17 for speedier working but without loss of adequate representation

of production for use instead of for profit.

What does this mean in terms of Association policy? I suggest it means that NALGO will:

Act—and stimulate all its members to act—on the assumption that Charter obligations are as important as Charter rights;

Give prominence, in the development of post-entry training, to education in the principles of democratic government and press for inclusion of a "common curriculum" to this end in the syllabuses of all professional and technical bodies awarding certificates of competence for officers;

Claim the right to speak plainly about defects in organisation and methods in internal administration, and aim to create channels for the suggestions and criticisms of all grades of officers;

Use its influence with local authorities and chief officers to ensure that all grades understand the aims of the authority and their relevance to the framework of social life.

It means, in short, that NALGO will take the lead in educating both its own members and the public in the realisation that trade unionism today has a vital task in increasing the total social dividend as well as in maintaining its members' claims to a fair appropriation of that dividend.

to all interests. We have established seven area committees, each of representatives of the accountancy staffs of local offices in the area and one representative of the commercial department staff. Each area committee is represented on the branch executive by not less than two members. At least two women and two members of the commercial department must be elected to serve on the executive, if not elected otherwise.

Membership is still growing, stands now at more than 300, and is expected soon to reach 350 with additions from the engineering staffs and associated undertakings.

We have established liaison with other NALGO branches in the Edmundson's Group, with public utility branches in the South Western district, and with the county council branch to discuss the Electricity Bill, superannuation, negotiating machinery, cost-of-living bonus, grading, and other problems on which full co-operation is so urgent.

It would be idle to pretend that electricity staffs have joined NALGO solely with the nationalisation proposals in view. Many express the hope for "better working conditions," "higher remuneration," and "a proper system of staff grading," and demand scales better than—and not simply "not less favourable" than—the Charter.

There is a great future for the electricity supply industry. It is not in the nation's, the employers', or the staffs' interests for recruitment, training, and pay to remain on their present haphazard basis. An educational policy with entrance and promotion examinations, specialised study courses, and a special professional examination is wanted. Through NALGO we now have the chance of planning and carrying out such a policy in co-operation with managements and local authorities, to the benefit of the staffs and the industry.

We are greatly impressed by the strength, efficiency, and ideals of NALGO, and are confident that we can achieve for the electricity company officers a status which they, as public servants, no less than local authority officers, should enjoy.

FAVA-CONTRI-CARRIED

by "JACKAS"

JUDGED by standards of current application, life at Much Cowslip has been idyllic of late. The arrival of two dozen bananas, a spasm of productivity by Widow Pottle's hens due to the drier weather or her purchase of a handsome cockerel, and the first snowdrop, made January a memorable month. There was indeed almost a wartime display in the shops, with mandarins at sixpence each and an unprecedented crop of English walnuts at five shillings a pound compensating for the absence of controlled-price oranges and imported walnuts.

In the "Lamb and Lion," Canadian rye whisky scalded incautious gullets weakened by years of near-beer and the roast beef of Old Argentine (fivepennyworth free) lent substance to our tables. A coloured teacup was seen in the High Street, while the spectacle of a truck-load of stone fuel being rushed from the soapworks to the colliery to prevent the latter closing down momentarily created an illusion of industrial activity. Unfortunately, the railway had insufficient coal to finish the journey, so the colliery, the soapworks and the railway are now all closed down until somebody does something.

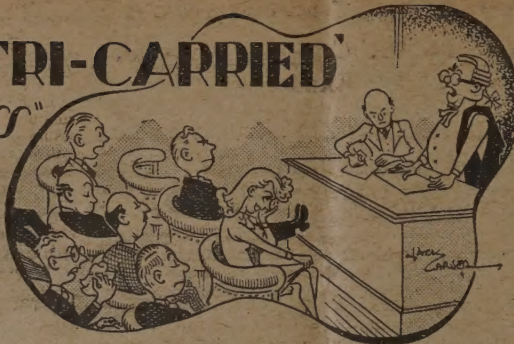
The Clerk and I were discussing the prospects as we splashed through the snow to the Council Offices for the branch Annual General Meeting, to which as a former member I had been courteously invited. We had just agreed there was a new spirit of tolerance abroad, a readiness by all elements to work in harmony toward the common goal, when a large mangel-wurzel struck the Clerk violently from behind.

As I helped him to his feet, the only clue to his assailant was the sound of absconding feet, but the Clerk had no doubt who was responsible. Rumour was rife that Presson intended to contest the traditional election of the Clerk as branch chairman and, as the Clerk contradictorily phrased it, "a young upstart who could sink so low" was a potential mangel-wurzel hurler.

Fortunately, we were almost at our destination and went at once into the Council Chamber. In a flash the odour of furniture cream and decaying leather swept away the years from me, and I was making automatically for the secretary's chair until I saw Blatherpatch already in it. Abashed, I moved to a less conspicuous seat among the faithful few. They were lurking in the shadowed perimeter of the room, self-consciously nodding to each other and acutely embarrassed at being revealed as sufficiently conscientious to attend. One or two were audibly calculating whether they would be home in time for Itma.

At five minutes to seven, Miss Legge and Presson entered together and, scorning the outer darkness, seated themselves boldly in the front row.

Rising ponderously on the stroke of seven, the Clerk proposed that the minutes be taken as read—"a very necessary procedure since the honorary secretary has unfortunately lost them." This drew sycophantic laughter and a self-congratulatory smirk from Blatherpatch, but no one seemed willing to accept responsibility for seconding the proposition. After a dumb silence I put my handkerchief to my mouth and emitted a ventriloquial grunt. Quick to take his cue, the Clerk beamed at a



stone-deaf member, and said "Thank you—that is seconded: Fava-contri-carried."

After he had pointed out that matters could not arise from non-existent minutes, the Clerk and I behind my handkerchief jointly approved the annual report, endorsed the accounts (which could be inspected in the Clerk's room by any member not disposed to accept his assurance that they were in order) and re-elected the "previous auditors." The phrase was once "existing auditors" but since both have been dead some years the Clerk—a stickler for rectitude in such matters—insisted on a change.

During all this Presson had remained silent, but when the Clerk announced "Item 6—Election of Chairman" both Blatherpatch and Presson rose. The former duly nominated the Clerk but Presson nominated himself.

After an inconclusive debate on whether even a fully paid-up member could nominate himself for office, Miss Legge unexpectedly removed all doubt by saying that if he could not she could.

at random ————— by "hyperion"

Thought for the Month

In the long run, a city's just as beautiful or ugly as the minds of its citizens, living and dead.—Lacey Owen.

Marriage Bureau

Wanted, urgently, companion for a lonely peacock, peahen preferred.—Advertisement.

Reassuring

"The main material used in boots and shoes is leather."—Introduction to the 190-page report of the Board of Trade's Working Party on Boots and Shoes.

Production Department

A Capetown manufacturer announces that his wife is expecting her thirtieth baby. Asked what he thought about the modern tendency towards smaller families, he replied: "I think people spend too much time in cinemas."

Heard In Committee

"Mr. Chairman, I move that the status quo remains as it was."

Someone Had Blundered



The late arrival of Father Christmas at a certain party was due, as the Mayor explained, to the fact that the Town Council inadvertently sent the cess-pool emptier to meet him instead of a lorry.

"Very well," said the Clerk in a tone which meant it was anything but that, "the vote will be by show of hands. Mr. Blatherpatch kindly note down—purely for record—the names of those voting for Mr. Presson. This would remind you all that those desiring payment for this evening's overtime should bring their authorisation forms to me for signature tomorrow morning."

The Clerk was re-elected with two dissentients, Presson unsportingly voting for himself.

Under "any other business" Postlebury tried to move "That the Association reconsider its policy of equal pay for equal work with a view to adding equal responsibilities a prerequisite." This drew a spirited contribution from Miss Legge, who moved "involved amendment advocating equality of treatment for bachelors and spinsters, with graded increases for others with family responsibilities. Quick to see the inescapable logic of this, the Clerk, as a confirmed bachelor, terminated the debate hurriedly by suggesting that in a year's time local government's wartime and postwar dependence on women might be further reduced. Until then it might be wise to maintain the 'sentimental pretence' of supporting equal pay. The meeting readily agreed.

I left the building with Presson, the Clerk pleading "urgent personal business." By remarkable coincidence we had barely turned the corner when a very solid mangel-wurzel struck Presson full on the nose. Even stranger when I reached the "Lamb and Lion" the Clerk was already there, panting heavily. Told of this second outrage, he merely commented, "On the nose, eh? How appropriate."

Not until closing time did he mention it consequently that he once "won a medal for javelin throwing."

Only Hippos Need Read This

When a lady visiting the hippopotamus house at the Zoo asked whether the hippopotamus was male or female, the keeper replied:

"That, madam, is a matter which should not interest another hippopotamus."—Julian Huxley

Dollars and Scents

Perfume counter assistant: "Now here's one called 'Perhaps.' It's 35 dollars an ounce."

Young Man: "Thirty-five dollars! For that don't want 'Perhaps.' I want 'Sure.'"

Back to Work

Recently-discharged soldier in charge of shoe repair shop asked how he was getting on. "Couldn't be better, I'm two weeks behind already."

Problem Child

Junior was a problem child, but the psychiatrist said he must be humoured.

"I'll get you anything you want to eat," said the father. The child thought for a moment "I want an earthworm." In the backyard the father found one. He set it before Junior.

"I wanted it cooked," Junior ordered. The father took it back to the kitchen and boiled it. The child regarded it critically. "You eat half," he told his father, "and I'll eat the other half."

The long-suffering father managed to choke down half the earthworm. Suddenly the child let out a wild yowl. "You ate my half!"

Wot, No Fresh Water?

"Ascot bath water, entirely reconditioned new... offers?—Advit. (Thank you, Phyllis!)"

Are Kisses Really Necessary?

"My friend, takes me several rides a week in his employer's car when he has to go into the local town. It worries me, because I know he expects a kiss. I don't mind that, really, but I do feel it is not his car, it is not necessary to kiss him."

a nalgo diary—by "abingdon"

Bonus Claim Lodged : Big Pay Rises for L.C.C. Staff : L.G.O.'s on the Stage : Croydon's £3,000 Exhibition

THE claim for revision of the cost-of-living bonus, deferred for twelve months after the adoption of the Charter on January 30, 1946, was formally submitted to the National Whitley Council on January 22. The council referred it to the executive committee for detailed examination, and it is expected that the executive will report back to the full council next month.

In addition to bonus, the staff side shares the dissatisfaction of all Metropolitan members over the inadequate London "weighting," ranging at present from £10 to £30. Since, however, an increase in the bonus is more urgent, and will affect all members, the staff side is proposing to defer its claim for a higher "weighting" until the bonus has been disposed of.

It is inevitable that, in considering the bonus claim, the employers' side will have in mind the Government's White Paper on economic policy, published only the day before the claim was presented, with its warning of the country's serious economic position, and its implied suggestion of a "standstill" on further pay increases until production has risen to a level at which inflation may be avoided. On the other hand, the substantial increases in salaries won last month by the L.C.C. Staff Association should help to convince the employers that, though present Charter scales may be basically satisfactory, actual earnings of the bulk of local government officers have failed to keep step either with rising prices or with the earnings of workers outside the service.

General Grade Maximum £468

The L.C.C. agreement is subject to confirmation by the County Council on February 12. The Staff Association pitched its claim high—and it has won about three-quarters of what it asked. Salaries under £200 are to be increased by 60 p.c. on the first £100 and 30 p.c. on the remainder; and salaries over £200 by 45 p.c. on the first £200, 30 p.c. on the next £200, and 10 p.c. on the remainder. The new scales are consolidated, which means that the civil service bonus hitherto paid to L.C.C. staff will be wiped out, but, even so, it represents substantial increases for most officers affected by the agreement (which is restricted to those earning under £1,000 a year—those over this figure had increases last year). It is impossible to compare the L.C.C. scales with the Charter, but the General Clerical Class, roughly equivalent to our General Division, will give a guide. This, starting at £149 10s. a year, provides automatic progression (subject to an efficiency certificate at £344 10s.) to £468 for men—compared with the General Division maximum (including bonus and London weighting) of £390.

"The Man From the Ministry"

LOCAL government cannot complain that the London theatre is ignoring it today. "No Room at the Inn," that grim picture of the blackest sea of evacuation, includes an amiable but weak and inefficient billeting officer and hints at a town clerk too immersed in the forest of administrative problems to perceive the human trees that compose it; "Worm's Eye View" presents a deputy town clerk as an impossible prig but for uproarious farce; and now "The Man from the Ministry" at the Comedy Theatre, makes a town clerk's office and its staff the setting for delicious satire.

No local government officer should miss this play for, apart from the obvious comedy which keeps the audience in a continuous ripple of laughter from curtain-rise to curtain-fall, he will find in it many home thrusts to tickle his own ribs with more personal point. The story—of the ex-soldier who, foiled of his dream house at the Ministry of Reconstruction, promptly steals an armful of priority forms, descends on the Borough of Bellington and, in the guise of a Ministry official armed with full authority, proceeds to build not one but 500 houses—is packed with shrewd gibes at red tape, circularitis, and the many other ills to which administrative flesh is heir. It is told with a wealth of humour and shrewd characterisation. Clifford Mollison, as the self-appointed civil servant, shows himself as engaging in a "straight" part as in musical comedy;

Alec Finter makes the town clerk credible, human, and likeable; Clement Hamelin is a convincing councillor of the crustier sort; and Joan Berly and Ysanne Churchman, the town clerk's typists, provide painful caricatures of General Division clerks as they should never be but sometimes are. For a hilarious evening, combined with the stimulating, if chastening, experience of seeing ourselves as others see us, I can thoroughly recommend "The Man from the Ministry."

Playwrights Wanted

SOME will complain, of course, that plays about local government almost invariably represent the councillor and the officer as either villains or clowns. We may comfort ourselves with the thought that this is psychologically inevitable, the playgoer revelling in the chance thus vicariously to get his own back at those whose forms, regulations, prohibitions, and demands annoy him. But is it? It is good drama to expose an evil, as in "No Room at the Inn," and good fun to prick a bubble or satirise restrictions, as in "Worm's Eye View" and "The Man from the Ministry." But there is equally good drama—as Ibsen showed—to be found in local government's fight against squalor and sickness, and equally good comedy in the human weakness of the citizen as seen from the town hall. Cannot we interest dramatists in those, too—or better still, cannot we provide the dramatists ourselves? Is there no playwright in the local government service who will put it on the stage as it really is?

In Rural England

FROM stage to screen. Next month I hope to review the Manchester film, about which Paul Rotha writes on another page. In the meantime, I can recommend the latest C.O.I. documentary, "Twenty-four Square Miles," a factual film survey of an area of rural Oxfordshire, designed to show the townsman just how the villager and farmer lives; his home, his school, his village and town, his industry, and his local government. Some of the facts are appalling; the lightless, waterless, airless cottages; the two-class schools; the vanishing crafts; the restricted social and cultural life; and the magnetic pull of the towns on energetic youth. But it is a pity they are presented so pedantically and with so uninspired a commentary. For serious students and discussion groups, the film is admirable, and I hope, too, that it will be seen by all our county and district councillors and their officers. But I doubt whether the man and woman in the street and the lane—the only people, after all, who can restore the countryside to vigorous independent life—will trouble to see it; and if they do, whether it will fire them to action.

Croydon's £3,000 Exhibition

CROYDON branch continues to maintain its reputation for doing things in a grand way. Its local government exhibition, paid for by the council—to the tune of £3,000—but devised and organised entirely by the staff, which was opened on January 25, adds yet another triumph to its record. Not content with inviting parties of children from every school in the borough, encouraging citizens to attend by wholesale publicity through posters, leaflets, envelope stick-ons, banners, and windscreens notices, the branch held, in addition to the daily openings, special Sunday sessions attended by over 200 representatives of NALGO branches from inside and outside the Metropolitan District, the mayors and chairmen of adjacent borough and district councils, and German prisoners of war employed locally.

Skillfully planned, the exhibition possesses all the characteristics of showmanship which appeal to the public imagination—button-pressing gadgets, illuminated information flashers, parks grottos with running brooks, office equipment in action, ingenious model displays, a parade of corporation vehicles from ambulances to giant excavators, and a tea room.

A 150-page booklet, "Our Croydon," with nearly 200 excellent photographs of the council's services in action, and selling at a shilling, is one of the best and most comprehensive yet produced by any local authority. The exhibition remains open until February 8.

Another notable exhibition last month was that organised by Buckinghamshire County Council with the co-operation of the branch, and opened by SIR STANLEY REED, M.P., at Aylesbury, on January 18. It is going on tour throughout the county, and judging from the exceptionally full programme of brains trusts, talks, lectures, discussions, and film shows accompanying it, should result in much greater public interest in and knowledge of the work of the county and district councils. In connection with it, the county council has published a handbook which is far and away the most attractive and tastefully designed and printed I have yet seen.

This month the NALGO exhibition will be seen at Sleaford (February 5-9) and Felixstowe (February 15-22).

50 Years a Branch!

NALGO is 42 years old this year—but the Hull and District branch held in December its fiftieth annual meeting (Hull had a municipal officers' guild before the national association was formed), when J. H. WARREN, the general secretary, praised its youthful vigour in staging one of the best of the local government exhibitions. Has any other branch passed its half century?

Colin Roberts Honoured

COLIN ROBERTS, NALGO's president in 1943-4, chairman of the nurses' panel of the Rushcliffe Committee, shared the limelight with Sir George Martin, chairman of the employers' panel, at a dinner given by the members of both sides of the committee at the Mayfair Hotel on January 13, in honour of Mr. Roberts' retirement from the position of master of Walton Hospital, and of Sir George's election to be Lord Mayor of Leeds. Warm tribute to their joint work on the committee was paid by Lord Rushcliffe, Sir George Gibson, and other speakers.

East Midland D.O.

STANLEY DAWSON, assistant district officer, Yorkshire, has been promoted district officer for the East Midlands, at the Nottingham office to which he was seconded in November, to fill the gap caused by the resignation of Stephen Duncan.

Congratulations to—

W. AKERS, of Bagshot R.D.C., on his retirement from the treasurership of Frimley, Camberley and district branch, after 22 years of unbroken NALGO office, including the presidency of three different branches.

ARTHUR PALMER, an engineer and surveyor at Greenwich, on his retirement after 46 years' service in the borough, of which he was the first officer appointed on its creation in 1901.

W. J. SHARPE, chief rating and valuation officer at Northampton, first secretary of Northampton Town and County branch, first president of the separate Northampton branch formed in 1945, and for many years a member of the West Midlands district committee, on his retirement after 52 years' service.

A. BURTON STIBBON, engineer and surveyor at Cheshunt, and branch chairman since 1939, on his appointment as deputy secretary, National Housing and Town Planning Council.

HOUSE EXCHANGE SERVICE

Members wishing to exchange houses are allowed one free insertion of their announcements. Since we cannot spare space for repeat insertions, those contemplating a move are advised to retain each monthly list.

CROWBOROUGH.—Semi-det. cottage, 3 bed, 2 sit., good garden, on main road (bus) for bungalow or small house. TRYBRIDGE WELLS, HASTINGS, or ST. LEONARDS.—Excell. Wellwood, Steel Cross, Crowborough.

CROYDON.—4 bed., house, garage, garden (tenancy), for similar house (tenancy or purchase) BARNSELEY.—M.O.H., Town Hall, Barnsley.

EASTBOURNE.—Mod. semi-det. house, 3 bed, 2 rec., for similar in or near HERTFORD.—Price, 27, Charleston Road, Eastbourne.

ILFORD.—Upper flat for house or flat, EALING area.—Galilee, 30, Stanhope Gardens, Ilford.

LONDON, N.16.—Six-room house, garden, for similar house PLYMOUTH area.—29, Bethune Road, N.16.

NOTTINGHAM.—Mod. det. 3-bed., tiled bathroom and klt., oak hall, garage, for house LONDON.—Martin, 96, Ewe Lamb Lane, Bramcote, Notts.

STAFFORD.—Mod. semi-det., 6-rooms for house or flat S.E. LONDON.—Hones, 96, Lakeland Road, Plumstead, S.E.18.

WATFORD.—Semi-det., 3-bed. (rented) for similar W. or S.W. LONDON.—Oliver, 46, Beechwood Rise, Watford.

WREXHAM.—Mod. semi-det., 3-bed, 2 rec., central heating, garage, large garden, for 4-bed. house (let or sale) FINSBURY or near.—Rates, Borough Librarian, Public Library, Wrexham.

Association Headquarters Moving to Fresh Home in London's "New Whitehall"

FOR the sixth time in its 42 years' history, NALGO is moving to a new home. Driven from its Abingdon Street offices in which, apart from four war years, it has had its Headquarters since 1926, the Association is to transfer later this year to two magnificent blocks of offices at York Gate, Regent's Park, where the Government is creating a "New Whitehall."

The move is an unwilling one. Before the war, as many members will know, the Association had completed plans, in conjunction with the Ecclesiastical Commissioners, to build on the Abingdon Street site, opposite the Houses of Parliament, a fine new building which it hoped would become "Local Government House," a fit home for NALGO and for many other local government organisations. The plans for that building had to be submitted to, and were approved by, Parliament, but now Parliament itself has killed the project. Faced with an acute shortage of office accommodation in the Palace of Westminster, it told the Association more than a year ago that it wished to acquire the whole of the Abingdon Street site for its own needs. The wish was an imperative one against which all appeals proved unavailing, and for the past twelve months the Association has been seeking another home in blitzed and overcrowded London.

At last, thanks to the help and co-operation of the Ministry of Works, it has found one. The Ministry has granted to the Association The lease of the two blocks of buildings flanking York Gate, adjoining the famous Regent's Park Terraces recently taken over by the Government for temporary use as Government offices. Both blocks were badly damaged during the war and are now being repaired. The Association hopes to move in during the late summer.

When the repairs are completed, the new buildings, notwithstanding some war damage which cannot at present be made good, will provide NALGO with an impressive and convenient Headquarters, much more spacious than the present cramped accommodation, and well suited to its growing activity. One block is shown, as it appeared before the war, on our cover this month; the other, facing it, is identical. Both were built about 1826 by John Nash, greatest of the Regency architects, as part of his plan to create in Regent's Park "a garden city for an aristocracy," and are described by John Summerson in his "Georgian London" as "a masterpiece of town-planning... a really fine piece of architectural scenery." Although the interior layout is being greatly altered for NALGO's occupation, the original façade and many of the original rooms and delicate winding staircases will remain, to thrill lovers of Georgian grace and architectural design.

The choice of the buildings was approved by the National Executive Council when it met in London on January 4. Other matters considered by or reported to the N.E.C. and its committees included:

SERVICE CONDITIONS

It was decided to refer to the staff side of the National Whitley Council the following suggestions for improvements in the Charter:

A county council's scheme for the recruitment of an auxiliary staff of probationer clerks to replace juniors called up for military service; and

A suggestion to the Ministry of Health that local authorities should consider following the Government's lead in abolishing the marriage bar;

The need for higher scales for juniors, for whom the existing scales are too low to attract candidates of the right type, is to be investigated by the service conditions sub-committee.

Medical Laboratory Technicians.—The Association is to take part in discussions aimed at the

establishment of a negotiating committee to deal with the salaries and service conditions of laboratory technicians employed in hospitals and public health services, and will seek representation on the staff side of the committee when set up.

War Service Pay.—NALGO is to stand by

Branch Magazine Competition

In the past 12 months, more than 40 branches have published new magazines or resumed publication of magazines suspended during the war, and the total known to Headquarters—87—now tops the pre-war maximum by three.

To encourage this development, which it regards as contributing materially to the health of branches, the unity of the Association, and the development of its policy in the fields of service conditions, public relations, and education, the National Executive Council has decided to hold a competition for the best new or revived branch magazines.

Entry to the competition will be confined to:

New magazines first published between August 1, 1945, and December 31, 1947; and

Revived magazines, normally published before September 3, 1939, suspended for at least two years during the war, and re-published between August 1, 1945, and December 31, 1947.

Prizes will be divided into two classes:

CLASS A—Magazines printed by letterpress, lithography, or photogravure.

First Prize—£10.

Second Prize—£5.

CLASS B—Magazines reproduced by any other process, including duplicating.

First Prize—£5.

Second Prize—£3.

In awarding the prizes, the judges will take into account such factors as literary content, production and layout, appearance, originality, independence of view, value as a stimulant of branch activity, financial resources available to the editor, size of branch, and frequency of publication.

Full details of the competition, with entry forms, will shortly be available from Headquarters, to whom branches wishing to enter their magazines for the competition are asked to write.

Several other schemes for assisting branches in the production of magazines have been approved, and details of these will be sent to editors soon. Branches wishing to start a new magazine are invited to write to Headquarters for advice and assistance.

its policy that the pay of employees joining the Forces should continue to be made up under the Local Government Staffs (War Service) Act, 1939, until the "period of the present emergency" as defined in that Act has expired.

Equal Pay.—Miss M. ANDERSON, N.E.C. and Metropolitan district, will continue to represent the Association on the equal pay campaign committee, under the chairmanship of Mrs. MAVIS TATE, and on the deputation elected by a conference of the National Committee for Celebration of International Women's Day to present a declaration on equal pay to the Prime Minister. Questions of future policy on equal pay in the light of the report of the Royal Commission were referred to the Women's Services sub-committee.

Teaching Experience—Bar to Promotion.—A frank and friendly discussion has taken place between NALGO and the Association of Directors and Secretaries for Education (now the Association of Education Officers) on the Association's claim that teaching experience should not be regarded as an essential qualification for administrative posts in the education service, and there is to be a further meeting.

Trade Union Membership.—Thirty-one local authorities have now adopted resolutions requiring their non-manual staffs, as a condition of employment, to join a trade union, membership of NALGO coming within the terms of the

resolution in each case. In addition, many authorities, including Kent county, Liverpool, and Manchester, have endorsed the pronouncement of the National Whitley Council that the interests both of authorities and staffs are best served by officers joining their appropriate organisation.

New Branches.—During the last three months of 1946, 43 new branches were formed, of which 21 were for public utility staffs.

National Arbitration Tribunal.—In December, the Minister of Labour told the House of Commons that the Government did not intend to revoke or amend the Conditions of Employment and National Arbitration Orders, 1940-44, which established arbitration machinery for the settlement of disputes.

LAW AND PARLIAMENTARY

Thirty cases of assistance to members since the last meeting were reported.

Transfer of Poor Law Functions.—The Association is arranging for a strong representative deputation to urge on the Minister of Health the need for early introduction of the National Assistance Bill, which will transfer the remaining Poor Law functions of local authorities.

Transport Bill.—The chairman of the law and parliamentary committee, and the Association's legal officer and parliamentary agent have been authorised to take whatever action they deem necessary to protect the interests of members affected by the Transport Bill.

EDUCATION

Book Prizes for Students.—In future, 13 three-guinea book prizes will be awarded each year from the NALGO Testimonial Fund to the best student at the examination for a degree or diploma in public administration conducted by each University and University College. Three of the prizes so awarded will go to the best students at the internal, external, and extension examinations of London University.

Education Summer Schools.—Three summer schools are now being planned: the first, as in 1946, at Oriol College, Oxford, on July 12-19; the second at one of the provincial universities; and the third, in 1948, abroad, provided that the rates of exchange are not unfavourable. Inquiries are being made in Belgium, Denmark, Holland, Sweden, and Switzerland.

PUBLIC RELATIONS

NALGO Posters.—The Association is to prepare, for circulation to branches, a series of 16 coloured posters, setting out in attractive pictorial form the many benefits available to members. These posters are designed to assist the recruitment campaign, and will be capable of use singly, in a series, or collectively.

Local Authorities and Public Relations.—Thirty local authorities have now appointed salaried public relations, press, or information officers.

A Bigger Journal.—So long as paper supplies allow, the size of LOCAL GOVERNMENT SERVICE is to be increased from 20 to 24 pages a month. In future, branches are to be supplied with as many copies as they require, for their members and for propaganda purposes.

Centenary of Public Health.—The Association has submitted to the Ministry of Health, to other interested organisations, and to branches, suggestions for the celebration, nationally and locally, of the centenary this year of the public health service, and has offered to assist the celebrations to the limit of its powers.

BENEVOLENT AND ORPHAN FUND

Holidays for the Needy.—Nearly £1,000 was spent last year on holidays for beneficiaries of the Benevolent and Orphan fund. The scheme will be continued this year.

Widows' Allowances.—To offset any harshness resulting from the N.E.C.'s decision last September to decrease benevolent fund allowances where State family allowances are paid, grants to widows with two or more children of school age will be increased, with effect from September 28, 1946.

John Simonds Memorial.—A sub-committee will prepare a scheme for improving the amenities of "Knole Lodge," the Association's war

Transport, Electricity, Planning—Three Bills Which May Affect You

By W. C. ANDERSON, NALGO Legal Officer

THE future of thousands of NALGO members will be affected by three great measures now before Parliament—the Transport Bill, the Electricity Bill, and the Town and Country Planning Bill.

All three contain clauses designed to safeguard the rights of officers affected and to provide compensation for any who may be displaced by the

co-ordinated, and economical system of electricity supply for all parts of Britain, except the North of Scotland District. Fourteen Area Boards are to be established whose duty will be to acquire supplies of electricity from the Central Authority and to distribute such supplies in their areas. In the North of Scotland District, the North of Scotland Hydro-Electric Board, constituted under the Hydro-Electric Development (Scotland) Act, 1943, will exercise both the functions of the Central Authority and of an Area Board.

The electricity undertakings of local authorities will be transferred (in common with other electricity undertakings) on a date to be appointed by the Minister of Fuel and Power. Generating stations and main transmission lines, and assets and liabilities relating thereto, and all investments and cash, will vest in the Central Authority; the remaining assets and liabilities will vest in the Area Board.

Clause 47 contains provision for machinery to settle terms and conditions of employment of staff. By Clause 48, the Minister and the Secretary of State for Scotland may make joint regulations to provide pensions to persons who are or have been in the employment of the Central Authority or an Area Board, and for the establishment and administration of pension schemes and pension funds. Clause 49 provides for regulations to be made for payment of compensation to officers of any body whose property, rights, liabilities, and obligations vest in the Central Authority or any Area Board, and officers employed whole-time for the purpose of administering the undertaking or any part of the undertaking of any authorised undertakers, being officers who suffer loss of employment or loss or diminution of emoluments or pension rights by reason of the vesting.

Town and Country Planning Bill.—The main objects are: (1) to set up a new planning system to meet present-day requirements; (2) to produce a comprehensive solution of the problem of development values in land and thereby remove one of the main obstacles to good planning; and (3) to provide Exchequer grants to assist local authorities in the purchase and clearing of land for the execution of plans.

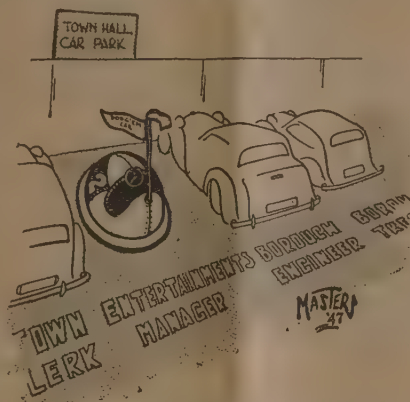
County and county borough councils will be the local planning authorities, but a Joint Planning Board may be set up as local planning authority for a combined area. The property and liabilities of county district councils relating to the exercise of present town planning functions, and the officers of such councils employed solely or mainly for the purpose of any such functions, are to be transferred to the local planning authorities. The Minister is empowered to make regulations in this respect, and to provide for compensation to be paid to officers employed by local planning authorities or by county district councils who suffer loss of employment or loss or diminution of emoluments which is attributable to the provisions of the regulations.

"Citizen" Photos

OFFICERS organising exhibitions, or needing photographs for civic handbooks, information centres, and the like, will be interested to know that "Citizen," the new journal of civic affairs, is offering a specialised photographic service for local authorities. Although started only recently, some of the excellent pictures produced by "Citizen" Photos have been bought by the Central Office of Information for reproduction overseas. In addition to ordinary prints of civic activities for records and reports, costing from 17s. 6d. each, "Citizen" Photos will prepare display panels of any size. Details from "Citizen," 11, Bolt Court, London, E.C.4.

"The Way We Live"

SUITABLE for branch film shows, a 16 mm. version of "The Way We Live," the fine film of the Plymouth Plan reviewed in LOCAL GOVERNMENT SERVICE last September, will be available next month. The hire charge will be £3 for the first day and 16s. for each subsequent day. Since the demand is heavy, early bookings should be made to the Librarian, G.B. Equipments, Tower House, Woodchester, Glos.



changes they will introduce. NALGO's legal department is now closely examining these clauses, to make sure that the position of every officer concerned is adequately safeguarded. If it is found that the protection given is inadequate, then the Association will press for the amendment of the clauses before the Bills become law. Pending that close examination, it would be premature to express an opinion on them. In the meantime, however, here is a brief summary of the three Bills, and of the compensation clauses in particular:

Transport Bill.—Its purpose is to set up a publicly-owned system of inland transport and port facilities. A British Transport Commission is to be established with general powers to carry goods and passengers by rail, road, and inland waterways and to provide port facilities within Great Britain.

Railway and canal undertakings are to be transferred on January 1, 1948, and provision is made as to the terms and conditions of employment of staff, pensions, and compensation to displaced staff.

Local authorities' passenger transport undertakings will not of necessity be absorbed by the new statutory bodies. The Commission will prepare and submit to the Minister for approval a scheme to promote the co-ordination of the passenger transport services in any area approved by the Minister, but before doing that it must consult every county and borough council whose area, or part of whose area, is within the area to which the scheme relates. The scheme may provide for constituting or specifying the body or bodies who are to provide passenger road transport services in the area, and it is thus conceivable that a local authority or a group of local authorities may be specified. Where services are transferred, the Minister must be satisfied that there is provision for compensation for loss or diminution of emoluments or pension rights shown to be directly attributable to the transfer.

The Minister is empowered to make regulations for providing pensions to persons who are or have been in the service of the Commission, and to persons who have been employed in any undertaking the whole or part of which vests in or is transferred to the Commission, but who have not been taken into the service of the Commission.

Electricity Bill.—The purpose of this Bill is to provide for the co-ordination under public ownership of the electricity supply industry in Great Britain. A British Electricity Authority (referred to as the Central Authority) is to be established to maintain and develop an efficient,

orial home, Bournemouth, from the fund to commemorate the late general secretary.

CIAL ACTIVITIES

nyton Bay Holiday Centre.—Work is expected begin soon on a new main building to replace destroyed by fire in 1940, to include a dining n, ballroom, lounge, writing room, kitchens, stores.

GENERAL

ew N.E.C. Member.—W. A. N. BAKER has elected to the Council by the South Eastern ct in place of J. Young, who retired last ember on taking up an appointment with the ashire county council.

A. S. Young, chairman of the Council, led, and those present included:

L. Riley (vice-chairman), R. Adams, Miss M. on, E. F. Bacon, F. Bainbridge, W. R. Beevers, Belton, L. Bevan, N. W. Bingham, H. Blizard, Bolton, E. M. Bourne, A. Bowker, S. H. Brodie, own, P. H. Brown, A. Clark, F. C. Corbishley, Davies, Miss E. Dawson, W. O. Dodd, J. W. nds, R. Evans, R. L. Evans, J. Y. Fawcett, A. S. ett, F. H. Harrod, P. H. Harrold, H. W. John, T. Jones, G. Llewellyn, S. Lord, G. C. Martin, Maslen, E. H. Mason, J. W. Moss, C. J. Newman, olan, A. E. Nortrop, A. E. Odell, A. Denton Ogden, Farry (President), J. Penny, J. Pepper, G. W. ge, A. Pinches, W. Pitt-Steele, J. H. Robinson, Rowlands, H. Russell, R. T. Shears, W. Strother, I. Taylor, J. H. Tyrrell, J. S. Underwood, and E. Veasey.

Increases in LOGOMIA Business

3 increases in business last year compared with 1945 were reported to the Logomia rd at its meeting on January 3—from 440 to in new life assurance proposals, and from 2 to 3,567 in fire and household proposals, parallel advances in other sections. Logomia rances meet every requirement of members NALGO and the Association provides a opal service through local correspondents or t from its Headquarters at 24, Abingdon st, London, S.W.1.

Provident Society Drive for New Members

E NALGO Provident Society's new membership drive is now in full swing and has dy accounted for a general upward trend. total of 630 enrolments in the sickness e last year is the highest since 1940 and the in the hospital and nursing home scheme the ec since 1939. opies of a circular explaining the effect of new National Insurance and National lth Service Acts upon the Society's schemes been circulated to local correspondents the information of every member. The need the benefits provided by the Society will is great after the operation of the two Acts efore, it is claimed. he valuation report on the sickness scheme the quinquennial period ended December 31, 5, disclosed a sound financial position whilst rming that the scheme's sickness experience een much lighter than generally throughout country.

Additional Benefits Adjusted

MODIFICATIONS in the high scale of Nalگو Approved Society grants for additional efts, made necessary by an increase of 13,000 membership without any increase in the yearly ransmission from the Ministry of National Insur- y, were adopted by the management committee January 5. The adjustments, effective from ary 6, were: ential benefit reduced from 75 per cent to 50 per cent of total cost; pical benefit of 100 per cent with a maximum 5s., including 7s. 6d. sight test fee unaltered, the extra 75 per cent towards cost of special es discontinued; urgical benefit reduced from 75 per cent to per cent, with a maximum of £10; ospital grants of 100 per cent, to a maximum 33s. a week for an initial period of four weeks ltered, but extra grants for longer periods ontinued; and ree residence at NALGO House, Matlock, one fortnight only each year, unaltered, but r that a charge of £4 4s. a week.

READERS' FORUM

Not More Cash, but More Work, the Key to Prosperity

THE LETTER FROM "Square Deal" last month, calling on NALGO to demand a 50 per cent bonus on all salaries and to back it up with the threat of a strike, has aroused a storm of controversy, most of it critical. We have space for only a few of the letters received, but award this month's prize of 10s. 6d. to the writer of the first, who effectively sums up the views of the majority.

HAS humanity sunk to such a pitiable state that its only cry in these days of crisis is more money and shorter hours? Is it not obvious that we are in the grip of a movement founded on getting more and giving less, which is slowly strangling us and will end disastrously unless that stranglehold is removed?

I disagree entirely with "Square Deal." Let us give up this idea of getting more money and put the same energy and effort into getting a reduced cost of living, with a greatly increased output of work, which in its turn should enable the heavy burden of taxation to be lifted and allow the pound we earn to buy more of the greater variety of goods which will then become available.

To such an end someone must make the first move, and I suggest that none are better able to stand firm than civil servants, local government officers, and others in similar positions whose jobs and incomes are assured. Let them remember that in the main they are non-producers, and that their security derives from the risks which men in industry and business accept as a matter of course.

As for striking, I trust I may not be a local government officer if and when such a misfortune befalls us. Looking back, I cannot see any advantage which has followed the several large-scale strikes which have occurred in the past 30 years. I would certainly not accept without opposition all that an inconsiderate employer would like to thrust on me; but when I demand my rights, I must not forget my obligations. That is where the Labour movement has failed. It has nurtured its adherents on their rights but omitted to stress their obligations. The strike today is not a weapon against the employer so much as a blow at the community. "No matter who suffers so long as we get our way" is an attitude entirely unworthy of a great Christian country, and when the local government service subscribes to such a miserable doctrine, we shall have touched bottom indeed.

8, Orchard Road, A. A. GREGORY.
Kingston-on-Thames

"Face the Facts"

"**SQUARE DEAL**" is another example of the returning Serviceman—of whom there are too many—who fancied he would get a fantastic rate of pay on return to civil life.

I was demobilised early last year. My wife and I were truly grateful for the £60 bonus after having to support two children on a ranker's pay for five years.

The need today is not for more money, but for more self-control, self-denial, a realisation of the seriousness of the times in which we live and the financial disaster which threatens should salaries and wages continue to rise and cost of living increase in the same proportion, as it must do.

"Square Deal" should face the facts, get on with his job, earn his pay, and give up writing silly letters about public servants going on strike. I, like many others, am thankful for a secure job, the opportunity of regaining my self-respect, and being able to do a good day's work after five years of waste and idleness.

REALIST.

Enough Strife in Industry

WHAT drivel "Square Deal" writes—interspersed with common sense! Agitate for a better Charter—yes; press for a more satisfactory bonus—yes; urge more results from our press officers—yes; but cut out the twaddle about "striking," the assumption that ex-service

members only are "militant," and a "moral right for increases, etc."

Isn't there enough strife, anxiety, and hardship in the "essential industries" without "playing at strikes" in the service of administration? Negotiating machinery is permanently wrecked if, at the first refusal, one side withdraws like a sulky, spoilt child. Have faith in your negotiators, Square Deal—if you haven't, and think you could do better, what's to stop you trying?

Why assume that ex-service members are necessarily more militant (or silly "strike-minded")

Letters for the March Journal must reach the Editor, 24, Abingdon Street, London, S.W.1., by Friday, February 14. Use of pseudonyms is allowed, but correspondents must send name and address as a guarantee of good faith.

than their colleagues who had a cushy time at home with flying bombs, rockets, and raids?

Why state that we have a "moral right to increases, etc."? Mothers have a moral right to an eight-hour day, children born in 1947 have a moral right to a world of peace—so what?

Employers are not necessarily "sweaters of labour"—joint negotiation is "combined operations." Agitate for better conditions by all means—but convert your own branch before blowing hot air on to the pages of the LOCAL GOVERNMENT SERVICE. Finally, convictions require courage, and a nom-de-plume does not give confidence in this respect.

G. E. RIVERS.

Devon C. C. Staff Association.

"Let Branches Decide"

"**SQUARE DEAL**" has raised an important issue, calling for fuller investigation. The possibility of local government officers declaring a strike has not been seriously considered in the past, since it was felt that it was beneath the dignity of a professional group to do so. Now the situation is different, since many local authorities view the Charter as a trade union agreement, and treat their staffs as they would workmen, paying the clerical and APT grades the minimum salaries commensurate with the duties performed and forgetting that the officer's loyalty to the corporation is also of value.

If we are to be treated as workmen, then we can claim the workman's privilege to use force to gain his rights.

We are therefore faced with the alternative of sacrificing our dignity to obtain an adequate salary, or maintaining it and remaining "broke." This is such a vital decision that I think every branch should vote on it, so that our representatives on the National Council will know where they stand. They can have my vote now—I'm tired of being a ragged black-coat worker whose only change as a result of the Charter is to work longer hours.

DEPUTY ENGINEER.

"BLACK CHARTER"

"An Illegitimate Monstrosity"

FEW local government officers in the APT Grades will deny that 1946 has been one of the most disastrous of their lives. This wonderful "Charter" has been cursed everywhere by those left to the mercy of their councils, and many must be coming to the conclusion that NALGO has become affiliated to the Association of Municipal Corporations. For example:

Paragraph 9 fixes office hours at 38 a week. But in the July-August 1946 journal we are informed that certain officers must work 48 hours a week. What a betrayal!

Paragraph 11 fixes holidays shorter than those formerly enjoyed by certain officers. These officers are told that they must sacrifice those better conditions and accept the worsened conditions of the Charter. A great victory for the worker!

Paragraph 24 and Appendix A, providing for annual reports, are two of the most scandalous conditions ever included in an agreement, and are reminiscent of Elizabethan days when the threat of the whip was the lot of the serf.

When the Charter was published we were told that the scales were basic: now we find that the value of an officer's emoluments is to be deducted from his salary. What a retreat! Where an officer previously had salary plus emoluments he

is now supposed to enjoy salary minus emoluments. Do the intellectuals who decide realise that those emoluments were originally the benefit, not of the officer, but of the employer? Nobody, for example, would let a sewage works unless it were a condition of employment. Moreover, the provision of a means that the officer was always on call with emergency repairs or unusual circumstances.

In view of the way in which local authorities fixed grading to conform as nearly as possible with existing salaries, it would be folly to expect a high-minded conception of a local government officer outlined in paragraph 37—the Conduct: they cannot hope for Grade V or on a Grade III salary.

When are those responsible for this illegitimate monstrosity to be brought before a court of members to answer for their heinous crime?

Warwick.

J. E. GILLARD.

Ex-Warriors' Grouse

AS members of the Forces recently returned to civil employment, we appreciate the bestowal in our absence by the Charter of the following anomalies:

The carry-over, which is neither morally nor politically justifiable;
The examination bar, which, if necessary, which is doubtful, should come in the divisions, when responsibility is greater, the General Division;
The deplorable curtailment in many cases of holidays.

We feel that NALGO has not respected rights and privileges as well as we have the right to expect.

T. W. TYHURST, J. A. ARNE.

W. A. DAVY, E. J. CHALCRA.

General Division Officers,
Kent Rivers Catchment Board, Maidstone.

Institution Officers' Plight

BEFORE NALGO preens itself on its accomplishments in 1946, and boasts a 50 per cent. Charter adoption, it should first look into the manner of the adoptions. My impression is that few authorities, if any, have adopted the Charter in the right spirit. On every hand we hear complaints of modifications, proposed adoption in part only, and so on. Last November the N.E.C. appealed to county branch executives to notify it of such occurrences. I should like to know whether any have been reported, and what action has been taken about them.

In my authority, the announcement of the Charter was accompanied by an instruction that it was not to be used as an opportunity to demand a "general increase in salaries of officers." Those fortunate enough to be graded and generally transferred to a grading appropriate to the salary they were receiving before the Charter. Certain classes of administrative officers were excluded on the promise of what the National Joint Council would be doing for them in the future (jam tomorrow!)—this notwithstanding the recommendations of the National Council on March 20, 1946.

Most of those excluded were institution officers, many of whom had been graded in administrative grades under the provincial council scheme—the result that many senior officers now find themselves in charge of staff who, on a local basis, are paid more than they.

The institution officer has to tackle all the problems, work fantastic and irregular bank holidays and Sundays without overtime or additional payment. References have been made from time to time to the "personal responsibilities and obligations" of institution posts, and promises have been given that would be recognised in subsequent award gradings. If the Masters' National Scale is this "recognition," NALGO should dissociate itself from such a niggardly award, it is a gross insult to the officers concerned. NALGO aware that certain of these officers have suffered reduction in salaries as a result of the award, and that it is now possible for masters to receive less than a charge nurse dispenser?

This problem should be tackled in a straightforward manner, and members of the negotiating bodies should forget the "Poor Law" "houses" and "institutions" as portrayed by Dickens, should view institutions in the

the work they perform, and grade appointments accordingly.

Unless we can see less kid-glove tactics and a more forceful bargaining, my subscription, one, will be transferred to a "union" with no power. Least some should quote the benefits of permanent appointments, I would point out that would a non-resident institution appointment.

"MORE THAN DISGUSTED."

Holiday Travel Problem

MOST local authorities are interpreting the Charter rigidly and granting only the bare statutory holidays—although the need for a little leeway to allow for travelling is now recognised in most offices, including the civil service. With such latitude officers wishing to go away at Christmas or Easter must take some annual leave, if the decision is to be left to individual authorities many anomalies may arise. Could the National Joint Council decide the permissible extent of each holiday period well in advance?

Engineer's Dept.,
Lincoln.

GRAHAM WEBSTER.

EXAMINATION BAR Not Fair to Ex-Warriors

DURING the war some men had nice, steady jobs away from the front line, where they came to study—but others helped to man the front line and experienced its dangers. Many returned, keen to carry on, but refresher courses do not help to repair nerves which have been shattered or the numerous other ailments which beset the "warriors."

Give them a chance. Abolish examinations and substitute an interviewing board as in the civil service. Then, if a man keeps pace with his job—and can prove it—provide him with his reward—fair promotion and an adequate salary.

"LUCKY RETURNED WARRIOR."

Education Department Qualifications

FOR what purpose should the administrative clerk in an education department study for one of the approved examinations? Should he, after years of study, pass the NALGO Final, his position will still be virtually closed to him, even if he gets an external degree, the insistence on varied teaching experience means that the needs against his getting to the top of the ladder will still come thousands to one.

Suggest, therefore, that the NALGO examination syllabus, in so far as it relates to education administration, needs overhaul to give it qualification practical value. Educational administration should be the primary subject, and minor subjects as are necessary to obtain a needed syllabus should have an educational content—such as education accounts, including budgets, records, estimates, requisitions, analysis of expenditure, Burnham scales, and grant regulations. Study alone for such an examination would be of value to the clerk, and success would owe to the employing authority a real indication of the capabilities of the officer.

Realisation of the futility of remaining in education administration today is causing many officers to contemplate leaving in pursuit of other careers. Those who do remain are unwilling to devote time and effort in absorbing examination subjects of no direct advantage to them.

L. E. A. OFFICER.

Negotiations on the "teaching experience bar" promotion are now in progress between NALGO and the Association of Education Officers.

WOMAN STILL MAN'S SLAVE

BERNARDIN THE BULL" puts the masculine case in a nutshell: "Give me a deep turtleneck, a dim light, a lovely girl . . . but if pay—over my dead body!"

Men want women as unpaid servants, secretaries (at a low salary), and to satisfy their sexual urges; but if a woman desires the human right to live her own life, they will fight her to death. The "emancipation" of the average woman is so far a complete myth—she is still a slave, and paid or unpaid as he decrees.

WINIFRED M. CHALLIS.

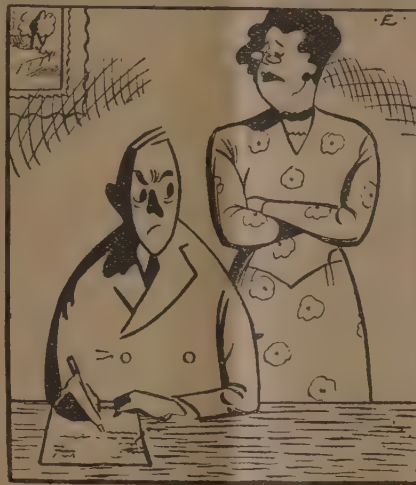
2, Guildhall Street,
Bury St. Edmunds.

Employment Masters' Fear

THE writer of the leading article in your December issue, "Equal Pay—What Now?" asserts that NALGO members will derive

satisfaction from the fact that, while the Royal Commission is divided as to the effect of equal pay in commerce and industry, it is united in seeing no insuperable objection to its application in the civil service, local government, and teaching.

I can find no justification in the report for such a statement, at least in regard to the teaching service. On the other hand, I find that in paragraph 460, after noting the conflict in the evidence given by the N.U.T. and N.A.S., special attention is drawn to the evidence offered by Sir Maurice Holmes on behalf of the Ministry, in the course of which he "found it difficult to escape the con-



The Editor: "Sir—I feel I must support the policy of equal pay for women..."

clusion" that men would be discouraged from becoming teachers, on both psychological and economic grounds, were equal pay to be introduced. Again, in paragraph 461, the report indicates that members of the Commission felt that the apprehensions of the N.A.S. and others were not "devoid of substance" and that if, and so far as, this argument is true, the Commission was of opinion that "a material drop in the number or quality of male teachers is a possibility which cannot be ignored."

National Association of Schoolmasters, R. ANDERSON,
General Secretary
59, Gordon Square, W.C.1.

WHENCE THE ADMINISTRATORS?

Low Salaries an Obstacle

IN putting the case for qualifications as an essential requisite for administrative work, Mr. Frank Hudson has overlooked the important obstacle of low salaries. The qualified man who applies for a municipal post has failed to apply his learning: he would decorate a position, but would not fill it, and a practical unqualified man is more useful than "peacock's feathers." Raise the standard and possibilities of the posts, and you will attract progressive experts, and, at the same time, lower the cost.

It would equally raise the standard of service if the "prisoner of the Bastille"—the man who has spent his life in municipal service—could be brought in touch with the outside world. Every applicant for an important administrative post should have from 10 to 15 years' practical business experience—or, alternatively, there should be a system of exchange apprenticeship with the larger business organisations, so that a public servant could spend a few years training.

31, Woodhurst Avenue, H. STRATFIELD,
Petts Wood, Kent.

CONSCIENTIOUS OBJECTORS

Cheltenham "Prejudice"?

CHELTEHAM branch's opposition to the N.E.C.'s decision to support the replacement of conscientious objectors appears to be founded on prejudice rather than logic. The assistance to be provided by the N.E.C. applies to a strictly limited category of objectors, namely, those who were dismissed or suspended and who have complied with tribunal decisions.

It is difficult to see how these officers can have "gained experience in local government by virtue

of their wartime direction," and it is even more difficult to appreciate the objection to the use of the word "penalisation" in the N.E.C.'s resolution, since all have sacrificed the advantages of balance of pay under the Local Government Staffs' (War Service) Act, and the dismissed officers, if their applications for reinstatement are unsuccessful, have lost their jobs.

Surely it is not the intention of the Cheltenham branch that the discrimination against these officers by local authorities less enlightened than the Government which passed the National Service (Armed Forces) Act should be perpetuated by their own trade union.

Town Hall,
Fulham, S.W.6.

R. J. HILL.

INFORMATION BUREAUX

Nottingham's Example

IT did my heart good to read the article on Nottingham's inquiry bureau in the January journal. It is a joy to know that someone not only dreams dreams, but puts the dreams into action. I hope that this type of local service will grow all over the country for then there will be many people who will have a new sense of being human instead of feeling unwanted.

Thank you, Nottingham! May your example be followed; your reward will be found in the hearts of the people and your influence must increase in the life of your city.

105, Church Hill, IVY H. JENNINGS.
Walthamstow, E.17.

ENDING NURSING SHORTAGE

Nurse's Training Not Like Doctor's

THE letter from W. Copley, of the Municipal Hospital, Canterbury, in the January journal is so misleading that I cannot allow it to pass uncorrected. The present curriculum for state registration for nurses is by no means "almost equivalent to the training of a doctor." The nurse's training takes three years, including sufficient practice for her to be regarded as completely competent, while the doctor's is a minimum of six years, after which he must seek hospital appointments to obtain experience.

The scope of the nurse's training also is completely different. Where the same subject, such as anatomy, appears in the curriculum of the student nurse and the medical student, it will be found that anatomy for the nurse means relatively few lectures on the general structure of the body, while anatomy for the medical student means two years engaged in the dissection of the entire body and the microscopical examination of its structures. The same is true of every other subject which, superficially, might seem to appear identical in the two courses of training.

I speak with some authority in this matter, having been a university teacher before entering local government, and having had many years of experience teaching and examining both nurses and medical students.

CYRIL G. EASTWOOD,
Weston-super-Mare. Medical Officer of Health.

"Examinations Not Stiff Enough"

IN suggesting a simpler training for nurses, Mr. Copley is talking "out of his hat." Present nursing examinations are not nearly stiff enough for women who may later be responsible for human life or death. Some take four years to pass them, mainly because they spend practically all the time cleaning bathrooms, scrubbing lockers, sorting laundry, and doing other menial work which the hospital domestics cannot or will not do. The average woman could become a general trained nurse in six months with ease, were she not primarily a charwoman.

Until conditions in hospitals are raised, for both patients and nurses, to correspond with modern instead of medieval ideas, there will remain a nursing shortage both of quality and quantity.

"EX-TRAINED NURSE."

National Central Library

MR. R. D. CARTWRIGHT mentioned in the January journal that the resources of all public libraries were available at each local library to all willing to pay postage on books required. It is now the practice in many, if not most, libraries to make no charge at all for this service.

L. M. HARROD,
Islington. Chief Librarian and Curator.

my bookshelf — by edward kay

A New Service-Book for Students : Social Disorders and Their Cure : Problems of Employment, Output, and Reward

THE most striking in my bag this month is NEVILLE HOBSON'S *The Borough, Urban and Rural Councillor*. (Shaw & Sons, 30s.) Mr. Hobson is the active, enthusiastic clerk to Beverley rural district council, vice-chairman of the Rural District Councils' Association and, as readers of LOCAL GOVERNMENT SERVICE will remember, a zealous supporter of the so-called "minor authorities" against tendencies to reduce their power or amalgamate them with their larger all-purpose neighbours.

His book is both a defence of the smaller authorities and an encyclopaedia of local government information arranged by subject, grouped

The second half of the book deals with the function of medicine, preventive and curative, in its social aspect—the public health services, industrial medicine, housing and planning, the problem of food, the use of leisure, and so on—in each of which the doctor has his part to play. The theme may be summarized in Dr. Kershaw's own words: "The knowledge of how people live is at least as important to the doctor as the knowledge of why they die."

Planning a Rural County

The West Midland Group is an unofficial body of industrialists, university folk, and others, collecting material for planning their area. This includes some fine agricultural and scenic country, the Birmingham conurbation, and the Black Country. Their report, *English County* (Faber, 21s.), embodying their proposals for Herefordshire, will interest all engaged in rural local government. It is comprehensive, readable, handsomely produced, and eminently practical.

Herefordshire is largely agricultural and should remain so, but many improvements are needed to raise its productivity. It could maintain a much larger population, especially if suitable industries were established employing women and young people at present driven outside to find work. Its towns and villages should be larger, its social services modernized and expanded, and its community life made more attractive. All this needs linking up with a national land policy; the report argues convincingly that a richer life may be enjoyed in Herefordshire in a relatively short time if the proper collective measures are taken.

For Those Who Talk Politics

The Fabians have acquired the reputation of being the Government's intellectual backroom boys: those who read their publications can piece together the elements of Labour Party policy. Needless to say, that policy may not be such a mass of doctrinaire theories as its opponents make out. Indeed, C. P. MAYHEW'S *Socialist Economic Planning* or MARGARET STEWART'S *Taking Work to the Workers* (Is. each, Fabian Society) are highly practical essays in current administration by experienced economists. Mr. Mayhew deals with full employment, maximum output, and fair rewards—and how to attain them; why *laissez faire* cannot be restored and why, if it could, it would not get us what we want; and, finally, whether controls make for less freedom, or, as he claims, more. Miss Stewart applies the principles of planning to the problem of development areas (formerly called distressed areas). It is impossible to discuss current politics intelligently without understanding economic problems and the Government's reasons for tackling them as it does: these booklets, whether or not they prove their case, assist understanding of both.

Digestible Statistics

Research Services Ltd., have produced a series of six, 29 by 39-inch, wall charts, with speaker's notes, on the *Condition of the British People* (University of London Press, 18s.). The charts are bright and lucid and will be welcomed by teachers of, or speakers on, simple social statistics. I have nothing but praise for the pictorial skill of the authors. In one chart, for instance, changes in the age-distribution of the people are shown by such symbols as satchels and sports gear for young folk, slippers and knitting wool for the old, and so on. Perhaps the most striking is that on housing. Cracked and tottering parallelograms represent four million houses built more than 80 years ago; less decrepit structures signify four million built during the next 30 to 80 years; and tidy, rectangular figures the four million built between the wars.

The venture is well-conceived but lacks finish. The periods covered vary between charts without any justification being offered. Several could certainly have been brought more nearly up to date. The data they illustrate, and even the authors' address, differ from facts given in the speaker's notes. The ship is spoiled, in short, for a ha'porth of tar.

Social Service Book List.

A new list, No. 208, compiled by the National Council of Social Service for distribution through the National Book League, is a comprehensive index to books on the social and welfare services.

New Year Honours

Knighthood for Liverpool Branch Vice-President

THE names of at least ten members of N.A.L.G.O. appeared in the King's New Year Honours list this year, including a knighthood for L. H. O.B.E., city architect and housing director of Liverpool, this year's president of the Institute of British Architects, and a vice-president of the Liverpool Branch, and the C.B.I. W. O. Lester Smith, director of education in Manchester, a past president of Manchester branch, and a former vice-president of the Western and North Wales district committee. Other honours reported to Headquarters listed below. If any names have been on will branches please inform us?

C.B.E.

A. Floyd, M. Inst. C.E., county surveyor, Sussex, secretary, County Surveyors' Society.

O.B.E.

G. F. Craven, A.M. Inst. C.E., M.I.M.E., M. Inst. T., general manager and engineer, Halifax passenger transport department.

M.B.E.

R. A. Barber, lately secretary, Northampton agricultural executive committee.
Miss J. M. Cardozo, R.R.C., chief health visitor, Poplar.

E. L. Lloyd-Jones, senior sanitary inspector, Miss B. Nicholson, superintendent nurse, Sea Road Infirmary, Grimsby.

B. Oliver, relieving officer, Enfield East district, Middlesex, secretary, National Association of Local Government Welfare Officers.
W. H. Williams, local fuel overseer, East Ham.

Charter Adoptions Now 1,424

OF the 1,530 local authorities in England and Wales, 1,326 had adopted the Charter January 15. This is an increase of 26 or figures published last month. Ninety-eight authorities had also come into line, making a total of 1,424. The authorities concerned fell into these groups:

58 of the 62 county councils.
80 of the 83 county boroughs.
27 of the 29 metropolitan boroughs.
261 of the 309 non-county boroughs.
489 of the 572 urban districts.
411 of the 475 rural districts.
Additions to the last published list are as follows:
County council—Brecknockshire.
Metropolitan boroughs—Deptford, St. Marylebone.
Non-county boroughs—Calne, Haverfordwest.

Urban districts—Abercarn, Downham Market, Felixstowe, Nailsworth, Ottery St. Mary, Portmadoc, Risca, Thornton Cleveleys, Wall Dale.

Rural districts—Bullington, Chestow, Llandilo, Newent, Penybont, Pontypool, Torris, Walsingham, Warminster and Westbury.

Other authorities—Bath and district, Hants, and North West Essex Planning Committee, Bucks Water Board, Lower Aybrigg and Wake Assessment Committees.

More "Company" Staff Join Up

ANOTHER 22 public utility companies this month added to the list of 123 staffs have joined existing, or formed branches of N.A.L.G.O. They are: ELECTRICITY—Beds, Cambs, and Hunts Monmouth electricity companies; Cambs and the Urban (Dartford) electric supply companies; London electric supply and M. electric corporations; and Leicestershire Warwickshire electric power company.

GAS—Ashton, Barnmouth, Great Yarm, Harrogate, Leyland, Mossley and Saddle and Ormskirk gas companies; and Wey gas consumers company.

WATER—Hawarden and Weymouth water companies; and Great Yarmouth water company. DOCKS AND TRANSPORT—Great Yarm port and haven commissioners; and M. electric traction company.

OTHER COMPANIES—Bognor Regis gas electricity, and Monmouth gas and water companies.

This Local Government!



"The Committee will explore every avenue"

Five shillings for this administrative cliché goes to Miss M. STRETTON SPEAKE, of COSELEY.

alphabetically, and well indexed. It describes powers, not methods: what authorities may or must do, not how, in fact, they do it. Mr. Hobson modestly remarks that his book "has not the status and quality which characterise many outstanding works," and that "the experts will have ample scope for criticism." I cannot claim to have checked each of its 836 pages, but I did examine it fairly closely and I found little to criticise and much to praise.

Students, no less than councillors and officers, will find it among the best of the shorter works of reference. Now and then, Mr. Hobson may lose the factual in pursuit of the polemic, but he is always frank and never lets the reader mistake for accepted fact what is purely a personal viewpoint. In spite of an occasional fancifulness—especially in finance and economics—he is generally moderate in his attitudes. Inevitably, much of his material is controversial, but that gives it colour and reveals a man who really cares for local government.

It is astonishingly comprehensive—there is even an article on "Time" covering such matters as *dies non*, the financial years of local government, quarter days, and what not. N.A.L.G.O. and staffing receive attention but, oddly enough, there is no explanation of how Whitley councils are constituted. I hope that, after careful vetting by the pundits, this book will be found worthy of inclusion in all students' libraries, for which it is the best arranged work I know.

Medicine in the Mass

Dr. JOHN KERSHAW, the medical officer of health of Accrington, has written a book through which his personality shines; it is that of a wise, kindly, versatile man, interested in many sides of life other than his own, and able to present a rounded view of mankind's problems. An *Approach to Social Medicine* (Baillière, Tindall & Cox, 15s.) is meant for the layman, technical terminology having been avoided: "abdominal pain" means precisely the same as "belly-ache" but takes rather longer to say. Dr. Kershaw describes the anatomy and the physiology of society, its disorders and disharmonies, before getting down to his own profession.

In the sociological field, he writes not as an expert—specialists could bowl him out on points of detail—but as a doctor trying to find out how society works and what stops it functioning flawlessly, before he applies his own technique and prescribes his own remedies. He displays wide reading and skill in using his knowledge.

What Good English Means to You

ARE you content with the way you speak and write? Are you sure that you are not making mistakes that cause people to underrate you?

Has the importance of good English been more fully recognised than to-day. If you can express yourself fluently and forcefully, you have an immense advantage in your business or professional work as well as in all life.

Does your English enable you to appear at your best on all occasions? Can you express your ideas fluently—correctly? Are you sure of your pronunciation and spelling?

Why You Are Judged by the Way You Speak and Write

Your English reveals you. You are judged by the way you express yourself.

Is it not a fact that you judge others by their speech and writing? Just as you are favourably impressed by a man who has a ready command of correct, polished and effective speech, so you receive an unflattering impression of the man who fumbles for words and is obviously uneasy in his English.

No matter what ability you may possess in other directions, you are gravely handicapped if your English is defective. Every day—every minute—you run the risk of being unfavourably assessed.

How You Can IMPROVE Your ENGLISH in a Few Hours

Many ambitious people are worried because they cannot depend upon their English not "letting them down."

It was to meet their need that the Regent Institute introduced the now world-famous Course in Effective English Personal Efficiency—simply-written postal lessons which give you the essentials quickly, concisely and interestingly, so that the improvement of your English begins in a few hours.

You are shown how to get a bigger vocabulary, how to express your ideas neatly and attractively, how to write clear letters and how to avoid errors in speech and writing. Whatever the standard of your English, you cannot fail to benefit from these lessons and from the clear, systematic guidance of your instructor.

Moreover, the lessons are supplemented by a series of recorded lectures on personal efficiency that are full of wise practical suggestions. To quote the phrase that often occurs in students' letters, these stimulating lectures will give you "a new outlook on life."

Why So Many Students Recommend the Effective English Course

Many students say that the moderate fee charged for the Course is the best investment they have ever made. It is not surprising therefore that numerous people enrol on the recommendation of Regent pupils.

You will enjoy taking this famous Course. You will find that the lessons are so fascinatingly written that the study becomes as engrossing as a recreation. *Best of all, you will have the confidence that springs from the knowledge that you are making real progress with each lesson.*

How You Can Study this Course in the Odd Minutes of the Day

Write now for a copy of "Word Mastery," which gives full details of the Effective English Course. It shows that the easy-to-understand, time-saving lessons can be studied in the odd minutes of the day—that you learn just the things you need to know—that you are not required to memorise tedious rules—that you receive unstinted help throughout. You will discover that this adaptable Course fits your needs so exactly that it might have been specially planned for you.

Decide at once that you will rid yourself of the handicap of poor English. You can do so without drudgery and without costly outlay.

★ Write to-day for a free copy of WORD MASTERY

Fill in and post the coupon to-day, or write a simple application for the prospectus, addressed to The Regent Institute (Dept. 338V), Regent House, Palace Gate, London, W.8.

Don't delay. Your English is all-important to you and you cannot afford to neglect it. Send for the free booklet NOW. There is no obligation.

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Please send me a free copy of your prospectus,
"Word Mastery"—without any obligation.

NAME
(BLOCK LETTERS)

ADDRESS

Scotland To Hold 'Trial' Conference This Month

On the morning of Saturday, February 22, the Scottish district committee will meet in the South Pavilion, Perth, to transact normal business: in the afternoon it will open its doors for an all-round discussion of any item of the Association's work or policy in Scotland (or England) which any branch or area co-ordinating committee cares to raise.

Branches are asked to send their annual Conference delegates and any others they want to represent them, as well as their representatives on the district committee. Moreover, branches putting down notices of motion for the Association's annual Conference are invited to try them out at Perth.

Here is a challenge and an opportunity for all with a point of view to express, either by way of criticism, appraisal, or policy development; for disgruntled "groupes"; for temporaries; for ex-servicemen who feel that they are not getting a break and that NALGO could do more; for women; for over-£500s who feel that NALGO spends too much attention on the general division and too little on promotion grades; to all, in fact, who know what they want and what should be done about it.

What is the motive for such a conference? It is certainly no narrow nationalistic idea. Scots realise the need for unity on trade union matters. But those with the interests of NALGO at heart are perturbed at the negligible Scottish contribution to the annual Conference. Last year was average, with one item on the agenda and only a handful of speakers.

Such a state of affairs is in sharp contrast to the tone of recent letters on this page and to opinions expressed at recent branch annual meetings. These prove that Scotland has a point of view, and the Scottish district committee wants to hear it at the forthcoming conference. If members, through their branches, will take a realistic view of this opportunity, we shall remove last year's criticism that the annual Conference was only for Englishmen—and Scotsmen on holiday.

Uneventful District Meeting

The district committee annual meeting at Glasgow in December produced little in the way of surprises, since most questions were answered in advance by its excellent printed annual report, compiled by secretary J. M. ANDERSON. S. H. BRODIE was re-elected chairman, and the composition of committees remains practically unaltered.

Dinner for Foreign Officials

A party of European local government officers on a visit to Scotland until February 14, to study, amongst other things, its local government, will be entertained to dinner by the Scottish Eastern Border Counties branch at Galashiels on February 6, and will hear speeches by the DUKE OF BUCLEUCH, the EARL OF HADDINGTON, Convener of the County of Berwick, Sir SAMUEL STRANG STEEL, Convener of the County of Selkirk, and Provost JAMES A. GOODALL, of Galashiels.

NALGO Holidays

Cayton Bay Holiday Centre opens on May 3 and Croyde Bay on May 24. Bookings are coming in in unprecedented numbers and already Croyde is full for August except for a few single bungalows, and Cayton is nearly full. The new weekly charges are:

Croyde and Cayton
Members—Adults, £4 14s. 6d.; children (under 4), £1 11s. 6d.; (4-12) £2 12s. 6d.
Non-Members—Adults, £5 15s. 6d.; children (under 4), £2 2s.; (4-12), £3 3s.
Cefn y Mynach Private Hotel, Rhos-on-Sea
WINTER (before April 5 and after October 4): Permanent residents, £4 4s.; short-period residents, members, £4 4s.; non-members, £5 5s.
SUMMER (April 5-October 4): Members—Adults, £5 15s. 6d.; children (under 4) £2 2s.; (4-12) £3 3s.
Non-members—Adults, £6 16s. 6d.; children (under 4) £3 3s.; (4-12) £4 4s., or full fees if children occupy a separate room.

Switzerland.—The detailed programme has not yet been prepared but, when ready, copies will be sent to applicants.

Requests for booking forms for the holiday centres and hotel and the programme for Swiss holidays should be sent to NALGO, 24, Abingdon Street, London, S.W.1.

Public Relations in Reverse

"Stands Scotland—? Not in Stirling—she collapses—poor country," said B.B.C. commentator REGINALD BECKWITH in the current broadcast feature "Future for the Past." Pilloried recently were Stirling Burgh and County. Their plans were ridiculed with devastating satire, but the official view was stated in such a way as to give one the impression that it would have been better to have said nothing. Here is a golden opportunity for these authorities to justify themselves before the public whom they serve.

Death of Mr. James McNeill

WE regret to record the death of JAMES MCNEILL, City Chamberlain of Dundee, and a member of the Dundee branch. Mr. McNeill attended, as an official, all meetings of the Joint Industrial Council, and was known to be a friend to the staff side.

Charter Apologias No Comfort to Low Group Victims

By J. KYLE, Depute County Clerk, Roxburghshire, and Secretary, Scottish Eastern Border Counties Branch

I WROTE in the November journal, by invitation, to criticise the Scottish Charter, not to suggest practical alternatives to the staffs' side. It is their job to think of alternatives. But now I have been accused of directing exaggerated attention to points that "do not matter." Those points were:

The exclusion of certain categories of employees; The twelve months' probationary period; The system of grouping; The effect on annual leave of previous service with another authority; and The operative date of the Charter.

Of these, two were of so little importance that they were recently considered by the J.I.C. One was, of course, the grouping system and it is strange—or significant—that in spite of the airing given to the need for its publication, the grouping formula has not yet come off the secret list.

Is the junior clerkship aged 16 to 20 really interested in "average salaries"? Or is she more concerned with the fact that because she is employed by a Group III authority she will get no pay increase although possibly called upon to work longer hours and sacrifice one week's summer holiday for the next few years? And is it any consolation to the Group III junior clerk aged 20 to 26 to know that, on the average, salaries have been increased since 1938 by 80 per cent or 100 per cent when, under the Charter, his own salary is to be increased by £1 16s. a year?

Mr. Rae gives the staffs' side a pat on the back because the Charter was negotiated in eight months compared with the years of preparation in England. He conveniently forgets that in England they started from scratch, whereas we had their Charter to build on.

Admittedly, the provisions for salaries, overtime, and so on are obligatory, but my contention is that such a document should contain no permissive clauses. Too much is left to the discretion of the employing authority, and this will lead to anomalies and disputes.

I do not need to be reminded by Mr. Brodie that the Charter is a big advance on previous conditions. But why should it be a bigger advance for the man in Milngavie (population 5,032) than for the man in Hawick (population 17,059)? I am not convinced that everything possible was done by the staffs' side or that the system of grouping was inevitable.

Mr. Brodie says that grouping will be revised at once for some authorities and that the whole system will, in two years, be re-considered with a view to its abandonment. Is that a promise or wishful thinking? If a promise, one might ask how grouping can be considered unjustifiable in 1948 and justifiable in 1946?

I ask NALGO members in Scotland not to swallow, without the proverbial pinch of salt,

Headquarters Wants Senior Accountancy Assistant

Applications are invited for the position of Senior Accountancy Assistant in the Association's First Department. The appointment will be on the Association's scale A.P.T.VII at a commencing salary of £250 rising by annual increments of £25 to a maximum £670 plus cost of living bonus, at present £39 10s. per year. Applicants must have had, in addition to accountancy experience, practical experience in taxation, audit, and staff control, should hold a date and progressive ideas on accounting procedure and must possess a recognised professional qualification.

The appointment will be subject to medical examination and will be to the permanent establishment carrying the right of admission to the Staff Side annuity Fund on terms, particulars of which will be supplied on request to intending applicants. The appointment will be subject to one month's notice on either side, and the person appointed will be required to devote the whole of his time to the duties of the office.

No form of application is being issued. Applicants should state age, past and present appointment qualifications and experience, should give the names of two persons to whom reference may be made, and must be received by the undersigned at Abingdon Street, Westminster, S.W.1, not later than Saturday, March 1, 1947. Canvassing will be disqualification.

National Association of Local Government Officers. J. H. WARREN, General Secretary

the contention that the Charter will bring something in the region of £500,000. I am inclined to think that the statistician responsible for that estimate just thought of a number and doubled it.

Claim for Re-grouping

WE showed Mr. Kyle's further criticisms of the HARRY RAE, Scottish district committee, and he writes:

The staffs' side is happy neither about group arbitration prospects on an original four offer by the employers. It has, however, asked for re-grouping, its application stating, inter alia:

The staffs' side is still of the opinion that no just and reasonable case can be advanced for the grouping of authorities into different salary groups, and reiterates the contention that there should be one scale of salaries for all local authorities, under a national scale.

The employers' side, however, raises the question of the financial commitments of authorities arising from the salary increase and stressed that certain authorities may not have the ability to pay such increases, same time indicating that on the revision of the block grant in two years' time the staffs' side prepared to consider the complete abolition of grouping. On this understanding, the staffs' side reluctantly agreed that, meantime, there should be three groups under the scheme.

This was discussed at the J.I.C. on January 15, when it was agreed to seek the views of authorities on the grouping scheme, and to be in by February 28. In the meantime, Aberdeenshire and the Stewartry of Kirkcubright county councils have given a lead by voluntarily quitting their lower group for Group III.

Lawyer Kyle scores a point when he says that junior clerkships in Group III, whose income bonus absorbs the small increases in basic salary. He should also observe, however, that in January 1 last year, juniors have had income ranging from £10 to £20 at 20, on a fixed only the year before. There was, however, no distinction in the old scales between rat young men and women under 20. The staffs' side must consider how to retrieve that position.

His argument for the clerk aged 20 to 26 is not so sound, since he disregards the increase in the cost-of-living bonus. The actual increase since February 1 last year range from £25 to £20 at 26, again on scales fixed in 1946. Thereafter, the scale rises up to £62—all for the reduction in bonus—at 30.

The rough and ready estimate of £500,000 the sum put in Scots' pockets by their County Councils was mine. It was based on membership statistics at certain salary levels, and I am prepared to wager that it is as accurate as an estimate of

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Association's Fight to Protect Public Assistance Officers A Reply to Critics

WHAT is NALGO doing about the public assistance officers threatened with the loss of their jobs by the Government's intention to transfer from local authorities the remainder of their poor law functions? From time to time we have reported the Association's efforts to ensure for them either transfer or compensation, but it is evident that there is still a feeling that the action taken has been inadequate. This was crystallised in the following resolution adopted recently by the Derbyshire branch executive and considered last month by the N.E.C. law and parliamentary committee:

That this branch views with grave concern the failure of NALGO to secure any promise of transfer or of compensation for public assistance officials from the Minister of National Insurance in the talks they have had with him or by representation in the committee stages of the National Insurance Act, 1946.

That in view of the recent pronouncement by the Minister of Health of the introduction of a Bill to abolish Poor Law which will result in the loss of livelihood and future prospects of a large number of public assistance officials . . . the branch demands on behalf of its public assistance members:

1. The National Executive Council adopt a more forceful and positive policy, i.e. an intensive Press campaign and a statement of the position to every Member of Parliament, etc.;
2. The sub-committee of the N.E.C. charged with the duty of negotiation should contain as large a number of public assistance officials affected by the proposals of the Bill as possible (even to the extent of co-opting them if necessary); and
3. In the event of the Minister of Health intimating that it is the duty of local authorities to absorb their own redundant officers, the Government should be pressed to make such duty obligatory (as they themselves are bound to do in the case of civil servants).

To this, the law and parliamentary committee decided to send the following reply:

In 1944, NALGO appointed a joint committee consisting of representatives of NALGO, the Association of Chief Officers of Social Welfare, the Local Government Clerks' Association, the National Association of Administrators of Local Government Establishments, the National Association of Social Welfare Officers, and the Scottish Association of Welfare Officers. The County Public Assistance Officers' Society was precluded by its constitution from membership of the committee, but members of the society gave helpful co-operation. This joint committee was considered to be fully representative of the public assistance officers who would be affected by the social insurance legislation.

A deputation from the committee was received by Lord Jowitt (then Minister of Social Insurance) on February 22, 1945. A further deputation was received by the present Minister of National Insurance on December 18, 1945, when it was strongly urged that staffs employed on public assistance functions (including those on war service) should be transferred to the Ministry and that where their services were not required they should be compensated for loss of office. Branches of NALGO were asked to urge upon local Members of Parliament that these proposals should be accepted.

The Minister indicated that he could not accept the principle of paying compensation to everybody who might be indirectly affected by the National Insurance Act, and it was suggested that if staffs became redundant the responsibility rested with the local authorities to absorb them in some other work. The members of the deputation dissented strongly from those views.

The matter was then discussed with the Association of Municipal Corporations, the County Councils' Association and the London County Council, and the issue was also raised with the T.U.C. Local Government Advisory Committee. The last mentioned body decided, subject to the approval of the T.U.C., to make representations to the Minister for the compensation provisions to be widened so as to provide for compensation to be paid to redundant public assistance staffs. The T.U.C. referred the matter back to the

Advisory Committee, who decided not to take any further action.

On March 21, 1946, NALGO asked the Minister to receive a further deputation, with the Minister of Health, and it was pointed out that the Associations concerned were most anxious to have a discussion with the Ministers before the standing committee reached clause 66 of the Bill. As no reply was received by March 29, a letter was sent to all members of the standing committee dealing with the Bill, giving them full information as to the probable effect of the Bill on public assistance staffs, and asking them to give their full support to amendments prepared by NALGO's Parliamentary Agent.

Clause 66 was considered in the standing committee on April 4, and there was a debate on the above mentioned amendments which lasted for 1½ hours. Practically every member who spoke during the debate supported the amendments. The Minister, however, stated that the Government could accept the principle of compensation only when the state transferred functions by its deliberate action; it could not compensate people who were indirectly affected by legislation. The National Insurance Bill was not an appropriate measure in which to include provision for compensation of officers whose functions were not being terminated or statutorily transferred by the Bill. The appropriate time to consider the position of those officers would be on the introduction of a Bill to deal with the break-up of the Poor Law.

The Parliamentary Secretary, in winding up the debate, said that it was not unfair to say to local authorities that they had a duty to staffs who have served them for 20 to 30 years to absorb any redundancy that arose. The Ministry's first responsibility was to those members of approved societies whose job and whose functions were being taken over. Its second responsibility was to those who had been engaged part-time as agents to

approved societies although not directly employed and whose job to a degree would become redundant. The local authorities' staffs came on the list for recruitment.

Eventually, none of the amendments accepted. It was then considered that no more could be done except to endeavour to persuade the Government to provide that transferring the poor law functions of authorities should have the same appointment as the relevant provisions of the National Insurance Act, so that there would be no gap between redundancy and the transfer of functions.

This question was taken up with the T. Local Government Advisory Committee, it was discussed by that committee with the T. Social Insurance Committee. The latter committee agreed to approach the Minister of National Insurance, and a deputation was received by him on July 17, when he was urged to speed up introduction of the proposed National Insurance Bill. The Minister replied that it was impossible to keep the gap between the operation of the measures as small as possible.

On October 9, NALGO wrote to the Minister of National Insurance and the Minister of Health asking both to indicate what action should be taken by a member of the public assistance of a local authority who wished to apply for an existing vacancy in the Ministry of National Insurance. The reply received stated that individual applications could not be considered.

On November 26, the Minister of Health stated that the introduction of the National Insurance Bill must depend upon Parliamentary time available. NALGO has raised this matter with the T.U.C. Local Government Advisory Committee with a view to a strong representative deputation being appointed to urge the early introduction of the Bill. Future action will be determined according to the results of this move.

N. E. Provincial Council Finances Five-D Refresher Course for Ex-Warriors

THE first residential refresher course for men and women officers demobilised from the Forces to be organised by a provincial Whitley Council and paid for entirely by local authorities was held at Durham last month. It was an outstanding success.

The course was suggested by the staff side, and the employers took it up enthusiastically, arranging for the attendance of 430 officers and agreeing to share the cost of lecturers, accommodation, and feeding—nearly £1,000—among the constituent authorities on the basis of rateable value. It is understood that no objection is likely from the district auditor!

Other provincial councils have assisted in such enterprises—in the south-west, for example, by subsidising courses at the universities and granting employees time off to attend, and in the East Midlands by arranging lectures in Nottingham and Leicester (one Nottingham course is reported below)—but the Durham one was the most ambitious yet organised, and thus provides a bold precedent for the assumption by local authorities of responsibility for post-entry training envisaged in the Charter.

Of the 430 students, most came from Durham or adjacent towns, but 170 from farther afield had to be housed in Durham. The University loaned its hostels, and some room in the Castle; this involved hard-lying for some, but the rigours were cheerfully borne.

Lectures were given in the fine banqueting hall of Durham town hall, which was equipped with an efficient loud-speaker service. To facilitate discussion amongst such a large audience, the students were divided into seven groups, each of officers of the same kind of department and each with a group leader. Each lecture was followed by group discussions in separate rooms and finally a school discussion at which the lecturer heard students' views and answered questions.

The school was opened on January 10 by the mayor of Durham, Councillor F. Foster, and the chairman of the county council, Councillor T. Benfold. Introducing the mayor, Councillor Dan Dawson, chairman of the provincial council,

said that the value of the Charter did not lie in the provision of fair salaries alone; it also provided for the education of the officer, and hoped that courses of this kind would benefit the community.

The lectures covered changes and trends in finance, health services, education, municipal engineering, and local government generally, together with the relationship between local and central government.

On the Sunday students attended a service in Durham Cathedral, at which the Bishop of Jarrow preached. By permission of the Bishop, Dr. C. A. Alington, the collection was devoted to the NALGO Benevolent and Orphan Fund.

The main task of organising the course fell to GEORGE R. BULL, town clerk, Durham, in co-operation with Councillor Dawson, chairman of the N.E.C., vice-chairman of the provincial council.

East Midlands Course

Equally encouraging, although less ambitious, was a four-day course held from January 8 to 11 at University College, Nottingham, under the auspices of the university in co-operation with the East Midlands provincial council. Ninety students attended and heard lectures on recent social changes, social security, changes in government, the administration of justice, financial public health, education, housing, planning and future industrial problems.

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The Institution of Municipal and County Engineers offers a diploma in administrative corporate members over 25. The examination consists of two three-hour papers which include questions on the principles and practice of organisation and administration relating to the work of municipal and county engineer. So far, however, no correspondence college has prepared a course for this examination, and it has been suggested that the Nalco Correspondence Institute should do so. To enable the institute to estimate the probable annual demand for such a course, members interested are asked to inform their branch secretary or education correspondent and to ask him to pass on the information to Headquarters.

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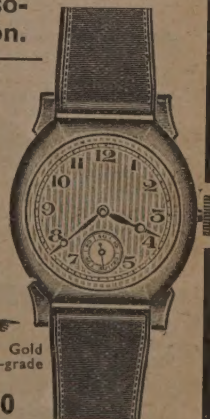
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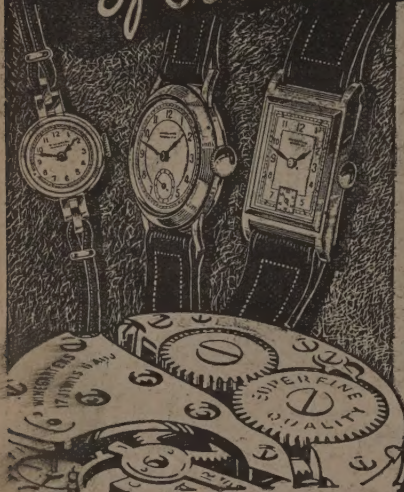
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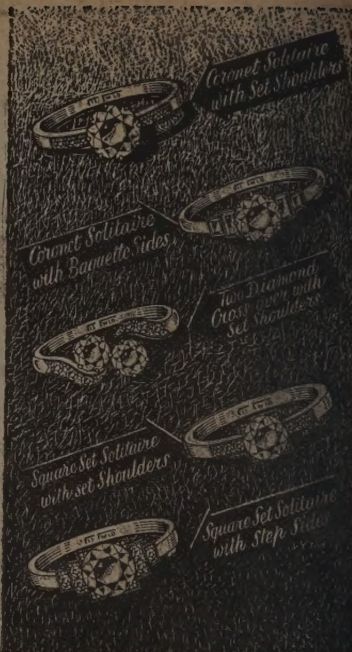
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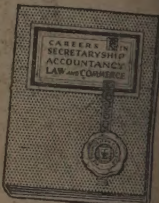
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